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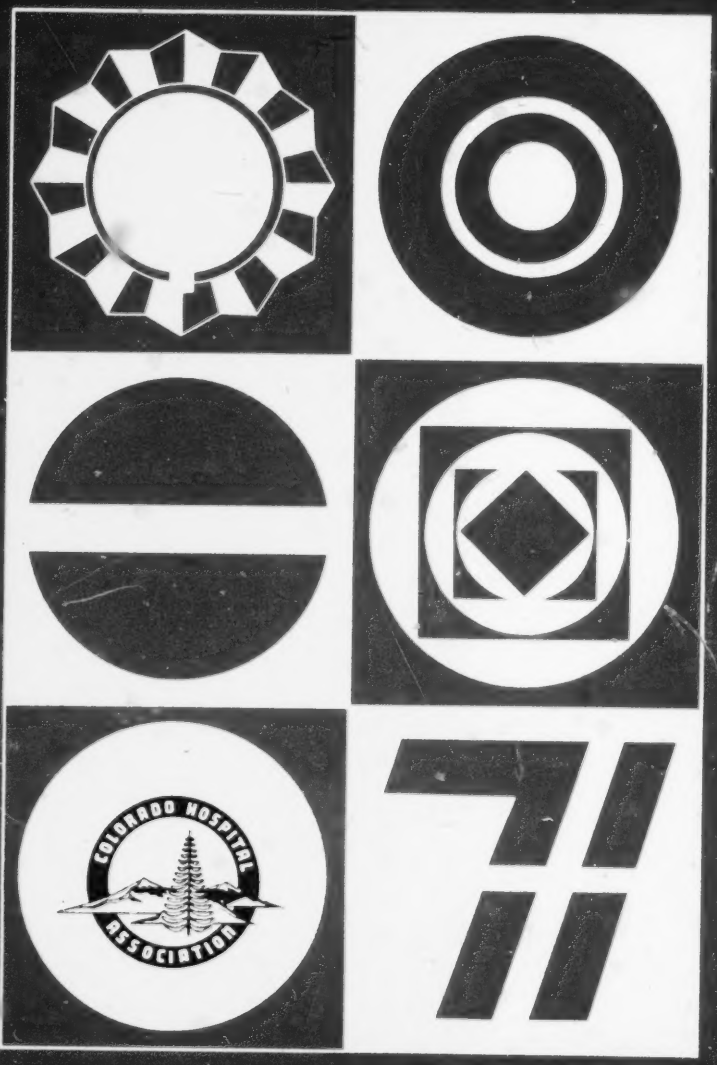
ABSTRACT

The data presented in this survey were gathered by mailed questionnaires and cover salary data on 28 "key benchmark" job classifications considered to be most representative in Colorado hospitals regardless of size, location, or type. There are tables of selected benefits, personnel policies, and practices together with actual pay rates and rate ranges for the 97 hospitals that participated in the survey out of the 106 hospitals receiving questionnaires. Standard job descriptions are used for each job classification, developed by the Colorado Hospital Association's Committee on Salaries, Personnel Practices, and Fringe Benefits to insure consistency of rate information by respondents. The salary data represent basic rates for full time employees only. An appendix contains a consumer price index, a summary of the Denver metropolitan area consumer price index, a wage conversion table, and a list of participating hospitals. (KP)

ED 083316

Colorado Hospital Association

annual salary survey



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COLORADO HOSPITAL ASSOCIATION
3150 EAST THIRD AVENUE ★ DENVER, COLORADO 80206 ★ TELEPHONE (303) 388-0834

August 3, 1971

TO: Administrators Participating Colorado Hospitals,
1971 Hospital Salary and Benefit Survey

Enclosed are the results of the 1971 Salary and Benefit Survey of Hospitals in Colorado.

For the first time, the Colorado Hospital Association and the Mountain States Employers Council have combined their efforts in producing this survey. By combining the talents of these two organizations duplication of effort has been eliminated.

The 1971 report gives information on 28 positions which would most likely be common to the majority of Colorado hospitals. As in past CHA surveys, this information is reported by hospital district conference and statewide. The employee benefit information is reported on a statewide basis only.

It is the purpose of this survey to provide meaningful information that will assist each hospital in conducting its own salary and benefit administration program. Since this whole program is aimed to help hospitals, we need and welcome any and all suggestions you may have on how the survey can be improved, i.e., timing, content, format, etc.

I extend my appreciation to all of you who participated in this survey to make this report possible.

Olof T. Moline
President
Colorado Hospital Association

1971

COLORADO HOSPITAL SURVEY

Covering

SALARIES, WAGES, AND SELECTED

PERSONNEL POLICIES AND PRACTICES

Prepared by

COLORADO HOSPITAL ASSOCIATION
3150 East 3rd Avenue
Denver, Colorado 80206

and

MOUNTAIN STATES EMPLOYERS COUNCIL, INC.
1970 Logan Street
P. O. Box 539
Denver, Colorado 80201

Data Collected July 1-20, 1971
Data Published & Distributed August 3, 1971

A NOTE OF CAUTION & CONFIDENTIALITY

This survey has been compiled from information furnished by each participant with the understanding that all or any portion of the information would

(1) remain strictly confidential
(2) not be used in any collective bargaining session or grievance proceeding
(3) protect, completely, hospital identity

The survey information has been compiled solely to assist in guiding the effective management of wage, salary and benefit administration programs. Any reproduction of this data must be authorized, in advance, by the Colorado Hospital Association or the Mountain States Employers Council, Inc.

1971

COLORADO HOSPITAL SURVEY

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1971

COLORADO HOSPITAL SURVEY

INTRODUCTION

The 1971 Colorado Hospital Annual Salary Survey is a joint research program conducted by the Colorado Hospital Association and the Mountain States Employers Council, Inc. We wish to thank all participating hospitals for their excellent cooperation in providing prompt and accurate salary and benefit information.

SCOPE

The data presented in this survey was gathered by mailed questionnaires and covers salary data on 28 "key benchmark" job classifications considered to be most representative in Colorado hospitals regardless of size, location, or type. Standard job descriptions were developed by the Colorado Hospital Association's Committee on Salaries, Personnel Practices and Fringe Benefits and were furnished to survey respondents to assure consistency of rate information. The job descriptions are identical to those used in the 1970 Colorado Hospital Association's Salary Survey.

Ninety-seven (97) hospitals participated in this year's survey out of 106 who received questionnaires. Ninety-two of 94 CHA member hospitals participated.

The salary data presented herein represents basic rates for full-time employees only. Overtime pay, shift premium differentials, on-call premiums, and similar supplemental salary payments were excluded.

The survey reports salary and benefit levels as they were in effect on July 1, 1971.

FORMAT

This year a new survey format is introduced which will provide expanded measures of central tendencies.

SECTION I - RATE RANGES - AVERAGE MINIMUM AND MAXIMUM RATES

This section summarizes rate ranges by hospital districts established for each job classification. It does not report rates actually paid. It represents ranges within which hospitals reported they would pay for a job, even though the rates may be outdated or the hospital may not strictly adhere to their reported rate range. Some hospitals reported only a minimum hiring rate with no maximum rate while others had no formal rate range established.

FORMAT (Cont'd)

A.) MINIMUM - the lowest "hiring" rate paid to an entry level employee who is qualified to perform the minimum requirements of the job. Training and/or probationary rates were not included.

B.) MAXIMUM - the highest obtainable rate an employee can ultimately achieve in the job under the current salary plan.

SECTION II - ACTUAL RATES PAID

This section summarizes the incumbent's current salary levels and reports measures of central tendency by bed size within each hospital district.

A.) LOW - the lowest rate actually paid for a given job.

B.) AVERAGE - an average weighted by the number of employees receiving each rate. It is computed by multiplying each rate reported by the number of employees at that rate, adding the resulting products and dividing by the total number of incumbents reported for that classification.

C.) HIGH - the highest rate actually paid for a given job.

D.) MIDDLE 50% - the middle 50% of salaries surveyed when arranged in ascending order. This calculation excludes the lowest 25% and the highest 25% of rates reported, thereby eliminating extremes at both ends of the scale. In the survey this measure of central tendency is reported in the following format:

MIDDLE 50%
LOW MED HIGH

(1) LOW - the rate that occurs at the 25th percentile.
(2) MED (MEDIAN) - the rate occuring in the exact middle of the distribution of rates (50th percentile).
(3) HIGH - the rate that occurs at the 75th percentile.

SECTION III - PERSONNEL POLICIES AND PRACTICES

This section contains summaries of selected employee benefits and personnel practices that were in effect July 1, 1971 within the Colorado hospitals surveyed.

WORD OF CAUTION

This survey is a valuable tool, allowing a comparison of how your hospital's pay structure relates to other hospitals in a given area or of comparable size. However, hospitals should not use the survey results as the sole basis for setting their salaries. Among the many other factors to be considered are your existing pay practices, community salary and employment levels, your hospital's ability to pay, etc. Also the survey user should examine the results in light of how many employees and hospitals were reported for a given job.

If you wish to obtain additional information regarding the compilation, presentation, or use of this survey or if you have suggestions for improvements or alterations for next year's survey, please contact:

Colorado Hospital Association (303) 388-0834
Richard MacLeish
Tom Sangster

Mountain States Employers Council (303) 222-2733
Richard Dugdale

RATE RANGES

AVERAGE MINIMUM & AVERAGE MAXIMUM RATES

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES						
	NO OF FIRMS	MIN RATES REPORTED LOW	AVG	HIGH	NO OF FIRMS	MAX RATES REPORTED LOW	AVG	HIGH
HEAD NURSE, R.N.								
METRO DENVER	20	625	701	788	20	765	856	932
NORTH CENTRAL	10	628	662	685	10	700	783	845
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	18	590	669	738	18	640	787	975
WESTERN SLOPE	10	575	643	727	10	675	771	975
FEDERAL HOSPITALS	4	644	836	959	4	1,134	1,278	1,367
ALL COLO. HOSP.	66	575	684	959	64	640	838	1,367
STAFF NURSE, R.N. GENERAL DUTY								
METRO DENVER	22	575	632	653	22	700	767	842
NORTH CENTRAL	9	598	631	640	9	680	735	802
NORTH EAST	9	550	613	640	9	641	714	848
SOUTH CENTRAL	21	528	613	700	20	545	715	850
WESTERN SLOPE	16	496	589	650	16	560	678	842
FEDERAL HOSPITALS	5	643	672	715	5	930	1,145	1,367
ALL COLO. HOSP.	82	496	619	715	81	545	751	1,367
LICENSED PRACTICAL NURSE								
METRO DENVER	19	398	418	480	19	458	517	617
NORTH CENTRAL	10	387	418	440	10	442	498	543
NORTH EAST	8	330	377	402	8	407	477	570
SOUTH CENTRAL	20	360	397	432	19	425	480	675
WESTERN SLOPE	13	303	384	440	13	370	468	546
FEDERAL HOSPITALS	5	460	482	517	5	672	776	871
ALL COLO. HOSP.	75	303	406	517	74	370	510	871

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES							
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
SURGICAL TECHNICIAN								
METRO DENVER	15	350	415	469	15	425	519	628
NORTH CENTRAL	5	330	396	436	5	390	474	524
NORTH EAST	3	345	370	400	3	422	501	563
SOUTH CENTRAL	15	275	356	469	15	338	454	628
WESTERN SLOPE	9	256	355	425	9	325	451	525
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	49	256	388	578	49	325	490	751
NURSE AIDE OR ATTENDANT								
METRO DENVER	18	335	347	375	18	410	443	488
NORTH CENTRAL	10	290	317	350	10	335	391	469
NORTH EAST	10	275	286	299	10	310	359	450
SOUTH CENTRAL	24	275	291	350	23	300	363	570
WESTERN SLOPE	16	256	298	405	16	305	370	543
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	80	256	311	460	79	300	396	837
ORDERLY								
METRO DENVER	12	337	352	410	12	410	445	525
NORTH CENTRAL	6	295	321	340	6	335	390	455
NORTH EAST	4	275	285	299	4	344	389	450
SOUTH CENTRAL	15	275	289	320	14	302	363	570
WESTERN SLOPE	9	272	290	325	9	324	369	425
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	48	272	316	460	47	302	406	751

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES							
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
WARD CLERK OR FLOOR CLERK								
METRO DENVER	19	329	375	447	19	397	480	590
NORTH CENTRAL	6	300	328	365	6	365	399	439
NORTH EAST	3	275	288	295	3	355	406	450
SOUTH CENTRAL	15	275	310	390	14	305	363	446
WESTERN SLOPE	8	275	298	325	8	340	386	435
FEDERAL HOSPITALS	5	408	461	517	5	530	628	672
ALL COLO. HOSP.	56	275	345	517	55	305	437	672
RADIOLOGICAL X-RAY TECHNOLOGIST, REGISTERED								
METRO DENVER	16	491	509	520	16	595	641	728
NORTH CENTRAL	9	485	501	517	9	561	632	745
NORTH EAST	5	475	640	850	4	548	693	775
SOUTH CENTRAL	14	415	496	700	14	500	613	900
WESTERN SLOPE	10	370	490	618	10	520	622	780
FEDERAL HOSPITALS	3	577	599	644	3	837	973	1,247
ALL COLO. HOSP.	57	370	517	850	56	500	651	1,247
MEDICAL TECHNOLOGIST, REGISTERED, A.S.C.P.								
METRO DENVER	16	619	656	802	16	742	843	1,075
NORTH CENTRAL	9	575	638	675	9	638	778	1,000
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	14	500	631	727	13	710	804	975
WESTERN SLOPE	9	435	559	660	9	520	702	884
FEDERAL HOSPITALS	3	577	669	715	3	930	1,143	1,367
ALL COLO. HOSP.	53	435	635	850	51	520	814	1,367

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES						
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
MEDICAL TECHNOLOGIST, REGISTERED NOT A.S.C.P.								
METRO DENVER	6	477	581	612	6	581	706	780
NORTH CENTRAL	3	500	536	560	3	600	641	675
NORTH EAST	4	390	588	675	3	775	831	903
SOUTH CENTRAL	6	475	591	650	6	555	739	850
WESTERN SLOPE	4	405	478	610	4	598	694	780
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	24	390	562	675	23	555	730	930
MEDICAL TECHNICIAN, NON-REGISTERED								
METRO DENVER	9	416	459	550	9	510	571	643
NORTH CENTRAL	INSUFFICIENT DATA							
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	11	320	424	543	10	445	518	610
WESTERN SLOPE	8	325	454	600	8	470	573	660
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	33	320	458	625	31	445	578	929
E.E.G. TECHNICIAN								
METRO DENVER	11	390	457	517	11	520	596	842
NORTH CENTRAL	INSUFFICIENT DATA							
SOUTH CENTRAL	6	356	440	517	6	425	547	693
WESTERN SLOPE	INSUFFICIENT DATA							
FEDERAL HOSPITALS	3	517	625	715	3	751	839	929
ALL COLO. HOSP.	23	356	473	715	23	425	610	929

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES							
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
E.K.G. TECHNICIAN								
METRO DENVER	15	340	386	430	14	425	492	555
NORTH CENTRAL	5	330	414	628	5	420	476	638
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	11	275	361	500	11	340	471	630
WESTERN SLOPE	INSUFFICIENT DATA							
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	37	275	387	628	36	340	506	835
INHALATION THERAPIST								
METRO DENVER	12	350	409	461	12	439	583	940
NORTH CENTRAL	4	315	450	700	4	400	528	780
SOUTH CENTRAL	9	290	367	500	9	325	481	670
WESTERN SLOPE	INSUFFICIENT DATA							
FEDERAL HOSPITALS	3	577	599	643	3	597	759	930
ALL COLO. HOSP.	29	290	420	700	29	325	558	940
PHYSICAL THERAPIST, REGISTERED								
METRO DENVER	17	619	649	665	17	736	798	985
NORTH CENTRAL	7	633	688	916	6	688	756	905
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	6	602	639	663	6	711	793	855
WESTERN SLOPE	INSUFFICIENT DATA							
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	34	602	664	916	33	688	811	1,134

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES							
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
PHARMACIST, LICENSED STAFF								
METRO DENVER	17	764	845	900	17	955	1,028	1,185
NORTH CENTRAL	6	760	799	850	6	845	926	1,023
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	11	700	843	1,000	10	900	992	1,143
WESTERN SLOPE	4	618	765	884	4	780	1,075	1,250
FEDERAL HOSPITALS	5	872	908	1,051	5	1,134	1,273	1,367
ALL COLO. HOSP.	44	618	839	1,051	43	780	1,041	1,367
DIETITIAN, A.D.A. THERAPEUTIC								
METRO DENVER	16	619	667	884	16	725	825	1,185
NORTH CENTRAL	INSUFFICIENT DATA							
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	8	635	680	780	7	711	793	975
WESTERN SLOPE	5	360	641	885	5	672	893	1,185
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	35	360	679	885	33	672	845	1,247
HEAD COOK								
METRO DENVER	18	370	484	635	18	458	609	780
NORTH CENTRAL	7	305	408	501	7	340	495	572
NORTH EAST	7	300	349	425	5	350	427	496
SOUTH CENTRAL	21	295	372	541	19	340	470	660
WESTERN SLOPE	11	287	367	492	11	348	451	660
FEDERAL HOSPITALS	5	615	809	890	5	665	969	1,085
ALL COLO. HOSP.	69	287	434	890	65	340	543	1,085

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES							
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
FOOD SERVICE WORKER/AIDE								
METRO DENVER	17	275	314	333	17	340	404	480
NORTH CENTRAL	9	278	298	321	9	320	369	415
NORTH EAST	8	250	282	305	7	310	351	414
SOUTH CENTRAL	23	250	283	333	23	280	357	570
WESTERN SLOPE	16	256	288	375	16	305	357	492
FEDERAL HOSPITALS	5	450	499	600	5	490	567	650
ALL COLO. HOSP.	78	250	306	600	77	280	382	650
ACCREDITED MEDICAL RECORD TECHNICIAN								
METRO DENVER	8	429	461	490	7	520	578	626
NORTH CENTRAL	5	400	448	555	5	500	588	820
NORTH EAST	5	300	420	484	4	400	521	635
SOUTH CENTRAL	15	275	442	590	13	430	548	802
WESTERN SLOPE	5	345	436	565	5	435	579	755
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	40	275	450	643	36	400	583	959
MEDICAL RECORDS LIBRARIAN, REGISTERED STAFF								
METRO DENVER	11	518	604	747	11	605	777	975
NORTH CENTRAL	INSUFFICIENT DATA							
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	3	525	615	685	3	685	730	805
WESTERN SLOPE	INSUFFICIENT DATA							
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	19	500	641	872	19	575	819	1,247

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES							
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
ADMITTING CLERK								
METRO DENVER	18	325	381	447	18	370	493	660
NORTH CENTRAL	8	295	338	386	8	360	422	517
NORTH EAST	4	275	293	320	3	350	384	435
SOUTH CENTRAL	18	275	326	447	16	313	413	598
WESTERN SLOPE	10	256	319	380	10	300	402	475
FEDERAL HOSPITALS	3	460	479	517	3	598	647	672
ALL COLO. HOSP.	61	256	348	517	58	300	447	672
INSURANCE CLERK								
METRO DENVER	18	325	396	517	18	350	501	660
NORTH CENTRAL	9	295	351	447	9	365	446	598
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	18	275	343	517	17	313	438	693
WESTERN SLOPE	13	256	336	450	13	300	438	550
FEDERAL HOSPITALS	INSUFFICIENT DATA							
ALL COLO. HOSP.	62	256	358	517	60	300	460	693
CLERK TYPIST								
METRO DENVER	19	285	355	410	19	350	453	561
NORTH CENTRAL	6	295	316	350	6	360	391	469
NORTH EAST	3	285	296	310	3	325	384	415
SOUTH CENTRAL	13	265	311	350	11	300	397	475
WESTERN SLOPE	12	256	305	380	12	300	384	475
FEDERAL HOSPITALS	4	408	447	460	4	671	691	751
ALL COLO. HOSP.	57	256	334	460	55	300	434	751

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES							
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
HOUSEKEEPING AIDE - MAID								
METRO DENVER	15	310	330	367	15	345	413	492
NORTH CENTRAL	10	278	300	321	10	320	371	425
NORTH EAST	10	275	286	300	10	300	354	450
SOUTH CENTRAL	18	275	285	310	17	285	336	405
WESTERN SLOPE	16	252	284	375	16	295	340	420
FEDERAL HOSPITALS	4	480	493	525	4	525	545	595
ALL COLO. HOSP.	73	252	308	525	72	285	372	595
JANITOR - PORTER								
METRO DENVER	16	325	354	386	16	364	443	492
NORTH CENTRAL	9	295	373	480	9	355	468	710
NORTH EAST	5	275	334	475	5	350	442	617
SOUTH CENTRAL	14	275	316	415	13	335	423	605
WESTERN SLOPE	11	275	317	375	11	340	408	560
FEDERAL HOSPITALS	3	450	490	550	3	510	553	595
ALL COLO. HOSP.	58	275	346	550	57	335	441	710
LAUNDRY HELPER/AIDE								
METRO DENVER	14	310	330	395	14	345	421	530
NORTH CENTRAL	5	290	308	321	5	325	364	385
NORTH EAST	INSUFFICIENT DATA							
SOUTH CENTRAL	16	270	291	333	15	300	380	605
WESTERN SLOPE	13	275	296	375	13	310	367	494
FEDERAL HOSPITALS	3	450	508	550	3	525	571	595
ALL COLO. HOSP.	53	270	316	550	52	300	397	605

RATE RANGES - AVERAGE MINIMUM AND AVERAGE MAXIMUM RATES

	1971 RATE RANGES							
	NO OF HOSP.	MIN RATES REPORTED LOW	AVG	HIGH	NO OF HOSP.	MAX RATES REPORTED LOW	AVG	HIGH
GENERAL MAINTENANCE MAN								
METRO DENVER	17	395	528	675	17	470	669	895
NORTH CENTRAL	7	375	494	610	7	505	597	675
NORTH EAST	7	341	449	582	6	450	566	682
SOUTH CENTRAL	18	300	469	660	17	381	632	970
WESTERN SLOPE	9	300	400	598	9	384	555	802
FEDERAL HOSPITALS	4	545	627	725	4	625	702	785
ALL COLO. HOSP.	62	300	486	725	60	381	625	970

ACTUAL RATES PAID

All Data Represents Monthly Rates

HEAD NURSE, R.N.

DIRECTS AND SUPERVISES NURSING SERVICE FOR ONE PATIENT CARE UNIT. ASSIGNS PATIENT CARE DUTIES TO PROFESSIONAL AND NON-PROFESSIONAL NURSING PERSONNEL, AND SUPERVISES AND EVALUATES WORK PERFORMANCE. ASSISTS IN ORIENTATION OF NEW PERSONNEL TO UNIT. PROVIDES FOR NURSING CARE OF PATIENTS ON UNIT AND COOPERATES WITH OTHER MEMBERS OF MEDICAL CARE TEAM AND PERSONNEL OF THEIR DEPARTMENTS IN PROVIDING FOR PATIENTS TOTAL NEEDS. THIS POSITION IS NOT THE DIRECTOR OF NURSING SERVICE.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	22	303	664	822	950	765	834	873
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	8	66	700	779	903	740	775	790
250-499 BEDS	11	206	664	835	950	782	840	888
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	10	64	650	745	845	690	745	790
1-49 BEDS	3	4	680	782	845	802	802	802
50-249 BEDS	6	43	650	733	844	680	715	782
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	6	55	640	735	858	705	740	778
1-49 BEDS	4	4	670	745	840	691	736	780
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	23	157	620	784	975	711	738	928
1-49 BEDS	6	15	620	718	800	700	718	760
50-249 BEDS	13	47	640	710	814	680	721	730
250-499 BEDS	3	45	625	720	752	690	738	738
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	13	57	590	704	928	670	685	720
1-49 BEDS	6	21	590	669	755	650	685	710
50-249 BEDS	7	36	650	724	928	685	685	740
FEDERAL HOSPITALS	4	25	872	1015	1356	930	988	1086
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	3	21	872	1028	1356	930	1017	1086
ALL COLO. HOSP.	78	661	590	796	1356	725	775	864

STAFF NURSE, R.N. GENERAL DUTY

RENDERS NURSING CARE TO PATIENTS WITHIN AN ASSIGNED UNIT. UTILIZES SPECIAL SKILL, KNOWLEDGE AND JUDGMENT IN OBSERVING AND REPORTING SYMPTOMS AND CONDITIONS OF PATIENTS. TAKES AND RECORDS TEMPERATURES, RESPIRATION AND PULSE. ADMINISTERS MEDICATIONS AND NOTES REACTIONS. MAINTAINS RECORDS ON PATIENTS CONDITION, MEDICATION AND TREATMENTS. SETS UP TREATMENT TRAYS, PREPARES INSTRUMENTS AND OTHER EQUIPMENT, AND ASSISTS PHYSICIANS WITH TREATMENTS. MAY SUPERVISE PROFESSIONAL AND OTHER NURSING PERSONNEL WHO ARE WORKING AS MEMBERS OF A NURSING TEAM IN CARING FOR PATIENTS.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	25	2619	602	708	842	670	695	735
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	9	421	638	699	815	664	700	732
250-499 BEDS	11	1592	633	699	842	670	693	731
500 OR MORE BEDS	3	592	640	739	830	690	735	790
NORTH CENTRAL	9	447	600	666	784	640	655	680
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	6	321	600	662	784	635	650	670
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	10	71	602	650	760	616	640	663
1-49 BEDS	8	51	605	648	760	616	640	660
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	24	677	528	655	802	638	650	675
1-49 BEDS	7	28	572	650	725	624	629	695
50-249 BEDS	13	267	528	641	704	638	640	660
250-499 BEDS	3	362	588	664	699	640	662	695
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	18	228	496	632	802	595	625	655
1-49 BEDS	11	94	496	606	720	585	602	641
50-249 BEDS	7	134	537	650	802	610	640	685
FEDERAL HOSPITALS	5	179	643	890	1261	817	872	930
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	3	145	643	902	1261	843	872	930
ALL COLO. HOSP.	91	4221	496	697	1261	652	685	730

LICENSED PRACTICAL NURSE

MAY BE LICENSED BY EXAMINATION OR BY WAIVER. UNDER SUPERVISION OF PHYSICIAN AND/OR PROFESSIONAL NURSE, ADMINISTERS NURSING CARE OF SELECTED SUBACUTE, CONVALESCENT, AND CHRONIC PATIENTS, AND ASSISTS REGISTERED NURSES IN CARE OF THE MORE ACUTELY ILL.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	22	817	380	476	617	440	475	510
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	8	127	398	454	527	420	451	490
250-499 BEDS	10	541	410	482	617	447	480	510
500 OR MORE BEDS	3	148	410	475	575	430	470	525
NORTH CENTRAL	10	206	387	449	524	425	445	460
1-49 BEDS	3	15	387	435	517	387	442	450
50-249 BEDS	6	172	400	450	524	422	445	462
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	9	52	355	431	536	401	420	463
1-49 BEDS	6	25	367	408	505	401	407	407
50-249 BEDS	3	27	355	453	536	420	463	486
SOUTH CENTRAL	25	501	350	420	543	400	415	430
1-49 BEDS	7	26	400	438	500	420	435	450
50-249 BEDS	14	158	350	418	505	405	415	430
250-499 BEDS	3	306	370	416	460	398	415	425
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	15	128	303	440	605	415	440	470
1-49 BEDS	9	47	320	437	605	390	425	450
50-249 BEDS	6	81	303	442	520	423	455	470
FEDERAL HOSPITALS	5	149	460	576	708	534	569	620
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	3	126	460	581	708	534	578	635
ALL COLO. HOSP.	86	1853	303	462	708	420	449	500

SURGICAL TECHNICIAN

UNDER DIRECT SUPERVISION OF OPERATING ROOM SUPERVISOR OR R.N. QUALIFIED BY TRAINING AND/OR EXPERIENCE TO PERFORM SURGICAL NURSING FUNCTIONS SUCH AS SCRUBBING, HANDLING INSTRUMENTS AND SUTURES. AIDS IN SETTING UP PACKS, CARING FOR STERILE SUPPLIES, POSITIONING PATIENTS, AND CLEANING OPERATING ROOM AFTER SURGERY.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	15	72	350	468	598	430	474	511
50-249 BEDS	3	10	350	388	510	350	350	430
250-499 BEDS	9	51	381	482	575	447	475	528
500 OR MORE BEDS	3	11	400	477	598	420	470	525
NORTH CENTRAL	5	19	355	405	499	375	380	442
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	3	16	355	398	499	375	380	436
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	4	5	345	437	511	420	422	485
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	21	47	282	410	628	340	395	460
1-49 BEDS	5	6	338	351	397	340	343	347
50-249 BEDS	12	18	282	407	590	345	385	480
250-499 BEDS	3	20	305	400	460	365	418	446
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	10	26	256	400	525	375	405	450
1-49 BEDS	5	9	256	401	525	404	416	450
50-249 BEDS	5	17	286	400	520	375	405	435
FEDERAL HOSPITALS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	57	177	256	445	713	375	442	499

NURSE AIDE OR ATTENDANT

ASSISTS PROFESSIONAL NURSING STAFF BY PERFORMING ROUTINE DUTIES IN CARING FOR HOSPITALIZED PATIENTS. MAY ANSWER CALLS, GIVE A.M. AND P.M. CARE, BATHE AND RUB PATIENTS, GIVE ENEMAS, TAKE AND RECORD TEMPERATURES, PULSE AND RESPIRATION, ETC. DOES GENERAL UTILITY WORK, AND DUTIES MAY VARY SOMEWHAT DEPENDING ON ASSIGNED AREA.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	20	1606	305	392	515	357	381	421
50-249 BEDS	7	301	305	375	495	353	367	395
250-499 BEDS	10	854	339	389	488	360	380	416
500 OR MORE BEDS	3	451	340	409	515	375	405	450
NORTH CENTRAL	10	256	290	339	447	320	335	355
1-49 BEDS	3	28	295	330	447	318	325	335
50-249 BEDS	6	121	290	328	424	315	324	340
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	11	223	275	316	414	294	309	341
1-49 BEDS	8	108	275	301	355	285	295	315
50-249 BEDS	3	115	285	331	414	300	325	344
SOUTH CENTRAL	26	901	275	314	469	290	314	330
1-49 BEDS	8	112	275	300	389	275	285	320
50-249 BEDS	14	347	275	309	435	290	305	320
250-499 BEDS	3	433	275	319	375	305	315	339
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	17	521	256	378	543	301	325	497
1-49 BEDS	10	118	256	309	395	295	305	320
50-249 BEDS	7	403	275	398	543	310	365	517
FEDERAL HOSPITALS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	86	3727	256	376	773	315	355	410

ORDERLY

ASSISTS PROFESSIONAL NURSING STAFF BY PERFORMING ROUTINE DUTIES IN CARING FOR MALE PATIENTS. MAY ANSWER CALLS, GIVE A.M. AND P.M. CARE, BATHE AND RUB PATIENTS, GIVE ENEMAS, TAKE AND RECORD TEMPERATURES, PULSE AND RESPIRATION, ETC. MAY ARRANGE OXYGEN AND PORTABLE X-RAY EQUIPMENT, SET UP TRACTION DEVICES AT BEDSIDE. MAY TRANSPORT PATIENTS FROM NURSING UNITS TO ANCILLARY DEPARTMENTS FOR TESTS, TREATMENTS OR SURGERY.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	13	157	337	375	537	353	368	390
50-249 BEDS	4	42	337	356	411	340	353	368
250-499 BEDS	8	105	339	382	537	365	380	401
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	7	32	308	337	410	325	338	340
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	4	20	320	340	410	329	339	340
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	4	11	294	328	414	299	309	328
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	18	104	256	308	400	285	310	320
1-49 BEDS	5	6	275	296	350	275	288	303
50-249 BEDS	11	55	256	315	400	295	320	320
250-499 BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	10	51	272	318	435	280	310	340
1-49 BEDS	5	19	272	332	435	275	330	360
50-249 BEDS	5	32	275	310	390	290	310	325
FEDERAL HOSPITALS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	54	375	256	357	713	310	340	375

WARD CLERK OR FLOOR CLERK

PERFORM CLERICAL DUTIES ON A NURSING UNIT. ANSWERS TELEPHONE AND RELAYS MESSAGES. RECEIVES AND DIRECTS VISITORS. ASSEMBLES NEW CHARTS AND GRAPHS TEMPERATURE, PULSE, RESPIRATION AND WEIGHT ON CLINICAL CHARTS. CHECKS RECORDS FOR COMPLETENESS. MAKES UP REQUISITIONS, PREPARES REPORTS AND RECORDS FOR NURSES.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	20	353	329	436	570	400	440	470
50-249 BEDS	7	41	340	411	525	360	420	445
250-499 BEDS	10	191	329	435	570	395	435	470
500 OR MORE BEDS	3	121	340	445	555	410	460	480
NORTH CENTRAL	6	27	300	362	424	330	364	387
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	5	26	300	364	424	335	365	387
NORTHEAST	3	14	275	312	345	294	309	340
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	18	139	265	327	395	295	330	365
1-49 BEDS	5	11	275	312	354	285	305	346
50-249 BEDS	10	37	265	330	395	305	330	348
250-499 BEDS	3	91	275	328	380	295	339	375
WESTERN SLOPE	11	54	275	329	435	294	325	355
1-49 BEDS	6	15	275	331	415	275	325	360
50-249 BEDS	5	39	275	329	435	294	325	355
FEDERAL HOSPITALS	5	33	408	561	672	517	585	637
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	3	30	408	563	672	517	585	637
ALL COLO. HOSP.	63	620	265	403	672	341	399	450

RADIOLOGICAL X-RAY TECHNOLOGIST, REGISTERED

REGISTERED BY THE AMERICAN REGISTRY OF RADIOLOGICAL TECHNOLOGISTS. IS RESPONSIBLE FOR DEMONSTRATING PORTIONS OF HUMAN BODY ON X-RAY FILM OR FLUOROSCOPIC SCREEN FOR DIAGNOSTIC USE BY RADIOLOGIST. PREPARES THE PATIENT FOR ROENT GENOGRAPHIC EXAMINATION AND FLUOROSCOPY AS REQUESTED BY THE PHYSICIAN, PERFORMING SUCH DUTIES AS POSITIONING THE PATIENT AND ADMINISTERING CHEMICAL MIXTURES TO INCREASE OPAQUENESS OF ORGANS. SETS UP STATIONARY AND MOBILE X-RAY EQUIPMENT. DEVELOPS EXPOSED FILM OR SUPERVISES ITS DEVELOPMENT BY DARKROOM TECHNICIANS. PREPARES AND MAINTAINS RECORDS.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	18	151	495	567	750	534	550	600
50-249 BEDS	5	21	495	578	750	530	590	621
250-499 BEDS	11	100	511	564	700	534	543	592
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	9	30	487	541	745	504	521	550
1-49 BEDS	3	6	487	553	745	502	521	543
50-249 BEDS	5	17	491	540	675	504	520	555
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	7	8	522	640	850	550	613	675
1-49 BEDS	5	5	550	690	850	625	675	750
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	18	61	415	550	850	520	550	565
1-49 BEDS	3	4	638	735	850	700	725	750
50-249 BEDS	11	19	415	532	720	520	530	551
250-499 BEDS	3	37	460	539	570	520	550	565
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	12	21	370	569	728	525	580	624
1-49 BEDS	6	8	480	559	650	525	538	595
50-249 BEDS	6	13	370	576	728	500	590	625
FEDERAL HOSPITALS	3	16	578	719	949	643	676	773
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	67	287	370	571	949	525	550	600

MEDICAL TECHNOLOGIST, REGISTERED, A.S.C.P.

PERFORMS VARIOUS CHEMICAL, MICROSCOPIC, AND BACTERIOLOGIC TESTS TO OBTAIN DATA USED IN DIAGNOSIS AND TREATMENT OF DISEASES. IS RESPONSIBLE FOR CARRYING PROCEDURES TO COMPLETION WITH A DEFINITIVE ANSWER. MAY SUPERVISE OTHER LABORATORY PERSONNEL.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	18	314	621	731	1075	678	710	765
50-249 BEDS	4	51	625	756	985	685	735	810
250-499 BEDS	11	224	621	727	1023	678	710	754
500 OR MORE BEDS	3	39	650	719	1075	675	700	745
NORTH CENTRAL	9	43	600	676	785	650	665	695
1-49 BEDS	3	8	600	635	660	628	633	640
50-249 BEDS	5	26	633	684	785	652	668	690
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	5	6	540	663	850	550	645	750
1-49 BEDS	3	4	540	673	850	550	650	750
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	18	115	500	702	928	665	690	727
1-49 BEDS	5	7	500	718	850	630	700	850
50-249 BEDS	9	36	525	668	800	635	665	695
250-499 BEDS	3	64	600	698	840	675	695	720
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	11	20	450	633	800	600	634	655
1-49 BEDS	5	8	450	572	632	585	595	620
50-249 BEDS	6	12	595	674	800	635	655	693
FEDERAL HOSPITALS	3	28	715	826	1051	739	790	905
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	64	526	450	720	1075	669	704	749

MEDICAL TECHNOLOGIST, REGISTERED NOT A.S.C.P.

PERFORMS VARIOUS CHEMICAL, MICROSCOPIC, AND BACTERIOLOGIC TESTS TO OBTAIN DATA USED IN DIAGNOSIS AND TREATMENT OF DISEASES. IS RESPONSIBLE FOR CARRYING PROCEDURES TO COMPLETION WITH A DEFINITIVE ANSWER. MAY SUPERVISE OTHER LABORATORY PERSONNEL.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	6	37	575	654	775	613	650	675
50-249 BEDS	INSUFFICIENT DATA							
250-499 BEDS	3	12	596	649	705	626	644	663
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	4	8	510	603	710	560	600	655
50-249 BEDS	4	8	510	603	710	560	600	655
NORTHEAST	6	11	390	707	850	675	710	781
1-49 BEDS	5	6	390	671	850	650	708	720
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	10	22	400	634	825	618	638	695
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	8	20	400	634	825	635	638	695
250-499 BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	7	11	405	629	1040	535	585	693
1-49 BEDS	3	4	475	611	850	560	560	560
50-249 BEDS	4	7	405	639	1040	535	600	693
FEDERAL HOSPITALS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	34	90	390	650	1040	605	650	700

MEDICAL TECHNICIAN, NON-REGISTERED

WORKS UNDER CLOSE SUPERVISION OF REGISTERED MEDICAL TECHNOLOGIST AND/OR PHYSICIAN PERFORMING ROUTINE LABORATORY PROCEDURES.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	11	57	435	555	640	510	570	600
50-249 BEDS	3	23	450	578	640	585	600	640
250-499 BEDS	6	23	435	539	625	495	522	604
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	3	4	400	483	535	480	498	515
50-249 BEDS	INSUFFICIENT DATA							
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	INSUFFICIENT DATA							
1-49 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	13	28	290	443	620	385	430	488
1-49 BEDS	3	4	345	428	491	390	438	485
50-249 BEDS	7	14	290	422	620	365	400	485
250-499 BEDS	3	10	390	477	570	435	460	540
WESTERN SLOPE	11	17	317	537	787	465	525	625
1-49 BEDS	6	8	325	540	650	520	550	600
50-249 BEDS	5	9	317	534	787	455	490	625
FEDERAL HOSPITALS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	42	119	290	539	929	465	540	600

E.E.G. TECHNICIAN

OPERATES ELECTROENCEPHALOGRAPH TO TRACE BRAIN WAVES, TYPES DOCTORS REPORTS AND FILES TRACINGS, MAKES OUT CHARGE SLIPS AND MAINTAINS RELATED RECORDS OF ALL PATIENTS HAVING EEG S WITHIN HOSPITAL.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	13	18	462	572	848	495	532	615
50-249 BEDS	INSUFFICIENT DATA							
250-499 BEDS	9	12	462	579	764	522	559	615
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
250-499 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	6	6	374	519	693	425	495	630
50-249 BEDS	3	3	374	495	630	374	480	630
250-499 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
FEDERAL HOSPITALS	3	3	636	734	858	636	708	858
500 OR MORE BEDS	3	3	636	734	858	636	708	858
ALL COLO. HOSP.	25	30	374	573	858	492	532	648

E.K.G. TECHNICIAN

OPERATES ELECTROCARDIOGRAPH TO TRACE HEART ACTIONS, CUTS AND MOUNTS TRACINGS, MAKES OUT CHARGE SLIPS AND MAINTAINS RELATED RECORDS OF ALL PATIENTS HAVING EKG S WITHIN HOSPITAL.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	15	60	340	430	541	391	426	466
50-249 BEDS	4	9	340	428	495	420	435	470
250-499 BEDS	10	46	350	428	541	391	418	466
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	6	8	364	453	638	385	410	418
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	4	4	364	389	418	370	388	405
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	INSUFFICIENT DATA							
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	12	27	275	372	630	315	348	380
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	7	11	295	404	630	330	348	465
250-499 BEDS	3	14	275	332	380	305	345	360
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
FEDERAL HOSPITALS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	39	106	275	426	835	364	403	466

INHALATION THERAPIST

SETS UP AND OPERATES VARIOUS TYPES OF OXYGEN EQUIPMENT, SUCH AS RESUSCITATORS, OXYGEN TENTS, INCUBATORS AND IRON LUNGS, TO ADMINISTER OXYGEN AND OTHER GASES TO PATIENTS UNDER GENERAL DIRECTION OF A PHYSICIAN. EXAMINES PATIENTS CHARTS, CONSULTS WITH ATTENDING NURSE TO VERIFY PATIENTS IDENTITY. RELAYS TO ATTENDING NURSE THE PHYSICIANS PROGNOSIS, AND INSTRUCTIONS IN EVENT OF ADVERSE SYMPTOMS. CARES FOR EQUIPMENT, MAINTAINS NECESSARY RECORDS.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	14	127	350	438	700	381	424	480
50-249 BEDS	4	29	350	466	700	375	430	525
250-499 BEDS	8	82	350	419	550	381	409	450
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	4	5	315	442	700	315	430	450
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
250-499 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	10	47	295	383	570	350	360	395
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	5	12	330	399	525	345	370	395
250-499 BEDS	3	33	300	374	485	350	360	390
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	3	3	346	389	460	346	360	460
50-249 BEDS	3	3	346	389	460	346	360	460
FEDERAL HOSPITALS	3	8	617	646	693	636	636	643
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	34	190	295	432	700	375	409	480

PHYSICAL THERAPIST, REGISTERED

ADMINISTERS PHYSICAL THERAPY TREATMENTS TO PATIENTS DISABILITIES, INJURIES OR DISEASE THROUGH THE APPLICATION OF MASSAGE, EXERCISE AND EFFECTIVE PROPERTIES OF WATER, HEAT, LIGHT RAYS AND ELECTRICITY, ACCORDING TO PRESCRIPTION OF A PHYSICIAN. MAINTAINS OR SUPERVISES MAINTENANCE OF RECORDS OF PATIENTS CASE HISTORY AND PREPARES REPORTS. LICENSED BY STATE OF COLORADO.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	18	103	648	722	900	683	721	746
50-249 BEDS	5	26	662	724	900	666	733	770
250-499 BEDS	10	61	648	717	840	685	710	743
500 OR MORE BEDS	3	16	660	736	855	700	733	770
NORTH CENTRAL	8	16	640	683	916	650	655	675
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	5	13	640	666	770	650	655	670
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	7	16	650	698	735	663	711	730
50-249 BEDS	4	8	665	714	735	711	730	735
250-499 BEDS	3	8	650	682	723	662	663	711
WESTERN SLOPE	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
FEDERAL HOSPITALS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	38	141	640	719	1105	671	710	742

PHARMACIST, LICENSED STAFF

LICENSED BY THE STATE OF COLORADO. COMPOUNDS AND DISPENSES PRESCRIPTIONS ISSUED BY PHYSICIANS. MAINTAINS PRESCRIPTION JOURNAL AND STOCK INVENTORY, CHECKS INCOMING SHIPMENTS AND STORES SAME IN STORAGE AREA. MAINTAINS NARCOTICS RECORDS AND PREPARES NECESSARY REPORTS.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	20	86	780	957	1360	895	955	1010
50-249 BEDS	6	14	780	947	1360	895	902	985
250-499 BEDS	11	59	842	949	1185	894	953	1010
500 OR MORE BEDS	3	13	928	1005	1050	985	1010	1015
NORTH CENTRAL	7	12	792	883	953	845	903	927
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	4	7	792	884	953	830	900	927
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	12	27	780	902	1050	865	910	940
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	7	14	780	893	1050	820	880	950
250-499 BEDS	3	10	850	900	940	885	910	910
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	6	8	780	941	1075	900	975	1000
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	4	5	780	925	1075	820	965	985
FEDERAL HOSPITALS	5	10	872	998	1297	872	931	1121
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	3	8	872	933	1121	872	887	959
ALL COLO. HOSP.	51	145	780	944	1360	885	928	990

DIETITIAN, A.D.A. THERAPEUTIC

QUALIFIED BY THE AMERICAN DIETETIC ASSOCIATION. WRITES SPECIAL DIETS FOR THE PATIENT AS PRESCRIBED BY THE PHYSICIAN. GIVES DIET INSTRUCTIONS TO PATIENTS WHILE IN HOSPITAL AND UPON DISCHARGE.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	18	53	640	738	1128	690	709	772
50-249 BEDS	5	7	640	689	745	650	690	725
250-499 BEDS	10	38	650	732	1023	690	709	772
500 OR MORE BEDS	3	8	700	812	1128	725	775	830
NORTH CENTRAL	4	6	535	707	790	675	735	770
50-249 BEDS	3	4	535	670	750	675	698	720
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	3	4	605	685	865	634	634	634
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	10	28	650	755	975	675	713	780
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	4	6	650	684	780	665	670	670
250-499 BEDS	3	15	650	701	745	675	700	735
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	5	6	424	759	1185	632	725	865
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	4	5	424	738	1185	632	695	755
FEDERAL HOSPITALS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	42	103	424	759	1247	675	715	800

HEAD COOK

DIRECTS, SUPERVISES AND ENGAGES IN PREPARATION AND COOKING OF FOOD FOR PATIENTS AND EMPLOYEES. INSPECTS AND TASTES FOOD FOR QUALITY. CONFERS WITH DIETITIAN RELATIVE TO MENUS, ESTIMATES, ORDERS AND REQUISITIONS FOODS. DETERMINES PORTIONS ON GENERAL DIETS. MAY SUPERVISE SOME KITCHEN EMPLOYEES.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	20	33	312	573	742	502	570	620
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	6	8	458	530	710	475	487	546
250-499 BEDS	10	17	489	608	742	566	573	664
500 OR MORE BEDS	3	7	517	575	615	530	595	598
NORTH CENTRAL	8	16	305	408	555	327	423	457
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	5	7	395	473	555	431	457	518
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	8	10	310	367	468	335	357	382
1-49 BEDS	6	6	320	363	420	335	362	382
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	25	59	295	424	660	360	398	470
1-49 BEDS	7	12	295	405	602	350	362	450
50-249 BEDS	14	36	330	397	585	365	380	420
250-499 BEDS	3	7	400	458	475	450	470	470
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	16	25	275	402	660	332	365	475
1-49 BEDS	11	14	275	411	575	355	400	475
50-249 BEDS	5	11	292	390	660	301	332	475
FEDERAL HOSPITALS	5	12	640	942	1085	1015	1030	1030
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	3	8	1030	1039	1085	1030	1030	1030
ALL COLO. HOSP.	82	155	275	487	1085	360	450	570

FOOD SERVICE WORKER/AIDE

SETS UP PATIENTS FOOD TRAYS IN SERVING AREA, ASSISTS IN SERVING FOOD TO TRAYS FOLLOWING DIET TICKETS AND INSTRUCTIONS. LOADS TRAYS INTO FOOD CARTS FOR DELIVERY TO PATIENT CARE UNITS. MAY ASSIST IN DELIVERY TO FLOOR AND RETURN OF TRAYS TO FOOD SERVING AREA. STRIPS CARTS AND TRAYS, SCRAPES AND STACKS DISHES FOR WASHING. ASSISTS WITH GENERAL DUTIES IN AREAS AS ASSIGNED BY THE DIETARY DIRECTOR. THIS JOB IS THE BASIC STARTING KITCHEN EMPLOYEE.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	19	437	275	350	469	325	341	375
50-249 BEDS	6	79	275	314	410	275	325	340
250-499 BEDS	11	281	312	362	469	340	353	381
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	9	103	278	323	395	295	320	345
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	6	71	278	319	395	290	310	340
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	9	60	275	319	414	305	309	335
1-49 BEDS	6	27	275	298	335	285	304	305
50-249 BEDS	3	33	288	336	414	309	325	358
SOUTH CENTRAL	25	455	250	326	447	285	305	340
1-49 BEDS	7	32	275	311	405	275	296	350
50-249 BEDS	14	202	250	295	365	275	290	314
250-499 BEDS	3	144	275	310	375	290	308	320
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	17	142	256	322	492	285	300	325
1-49 BEDS	10	53	256	304	420	277	295	310
50-249 BEDS	7	89	275	332	492	290	303	345
FEDERAL HOSPITALS	5	106	450	577	650	525	575	650
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	3	101	450	582	650	525	590	650
ALL COLO. HOSP.	84	1303	250	353	650	300	329	375

ACCREDITED MEDICAL RECORD TECHNICIAN

QUALIFIED BY PASSING NATIONAL EXAMINATION FOR MEDICAL RECORD TECHNICIAN. CAPABLE OF DOING ANY OF THE TECHNICAL WORK WITHIN THE MEDICAL RECORD DEPARTMENT UNDER THE GENERAL SUPERVISION OF A REGISTERED MEDICAL RECORD LIBRARIAN. CAN SUPERVISE CLERICAL PERSONNEL UNDER THE DIRECTION OF REGISTERED MEDICAL RECORD LIBRARIAN.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	10	13	429	547	815	489	520	581
50-249 BEDS	3	3	450	653	815	450	695	815
250-499 BEDS	6	9	429	506	581	489	504	530
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	6	6	415	513	645	470	490	570
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	3	3	470	540	645	470	505	645
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	6	6	400	468	560	425	473	475
1-49 BEDS	5	5	400	449	475	425	470	475
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	19	31	275	465	802	400	450	515
1-49 BEDS	4	5	420	479	525	470	477	503
50-249 BEDS	12	21	275	426	575	360	440	500
250-499 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	9	9	370	518	693	400	500	605
1-49 BEDS	5	5	390	468	550	400	500	500
50-249 BEDS	4	4	370	581	693	605	630	655
FEDERAL HOSPITALS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	52	68	275	503	815	425	483	560

MEDICAL RECORDS LIBRARIAN, REGISTERED STAFF

INCLUDES ONLY THOSE REGISTERED BY THE AMERICAN ASSOCIATION OF MEDICAL RECORDS LIBRARIANS. COMPILES AND MAINTAINS MEDICAL RECORDS AND PATIENT FILES. REVIEWS RECORDS FOR COMPLETENESS, CODES DISEASES AND OPERATIONS IN ACCORDANCE WITH ESTABLISHED NOMENCLATURE AND CLASSIFICATION. CROSS INDEXES INFORMATION AND ASSISTS WITH PREPARATION OF PERIODIC STATISTICAL REPORTS. RELEASES INFORMATION TO AUTHORIZED AGENCIES. MAY BE DELEGATED TO TESTIFY IN COURT ON MEDICAL RECORDS.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	12	16	575	717	900	645	709	782
50-249 BEDS	INSUFFICIENT DATA							
250-499 BEDS	8	11	575	689	842	622	650	782
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
NORTHEAST	INSUFFICIENT DATA							
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	5	5	345	572	770	485	575	685
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	3	3	485	610	770	485	575	770
250-499 BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	INSUFFICIENT DATA							
1-49 BEDS	INSUFFICIENT DATA							
FEDERAL HOSPITALS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	23	27	345	699	1055	605	690	800

ADMITTING CLERK

RECEIVES INCOMING PATIENTS FOR ADMISSION TO HOSPITAL. INTERVIEWS PATIENT OR RELATIVE TO OBTAIN NECESSARY PERSONAL AND OTHER REQUIRED DATA. ASSIGNS ACCOMMODATION. PREPARES RECORDS OF ADMISSION, TRANSFER AND OTHER DATA THAT MAY BE REQUIRED. INITIATES NOTICE OF PATIENTS ADMISSION TO PERTINENT DEPARTMENT.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	19	143	325	429	660	390	428	465
50-249 BEDS	7	19	325	396	485	365	400	440
250-499 BEDS	10	104	353	430	660	390	423	460
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	9	46	305	360	469	330	372	384
1-49 BEDS	4	10	305	359	469	330	353	385
50-249 BEDS	5	36	310	360	433	335	373	384
NORTHEAST	5	10	305	360	457	320	364	377
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	3	7	315	362	457	320	352	376
SOUTH CENTRAL	18	75	275	360	570	330	350	380
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	13	52	275	345	450	320	348	365
250-499 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	12	35	264	335	435	308	325	380
1-49 BEDS	6	9	264	365	400	380	390	390
50-249 BEDS	6	26	275	324	435	308	316	340
FEDERAL HOSPITALS	3	11	460	555	672	476	568	603
500 OR MORE BEDS	3	11	460	555	672	476	568	603
ALL COLO. HOSP.	66	320	264	395	672	348	382	433

INSURANCE CLERK

TAKES CARE OF TYPING AND CLERICAL DUTIES IN CONNECTION WITH BLUE CROSS, COMMERCIAL INSURANCE AND/OR MEDICARE COVERAGE FOR HOSPITAL PATIENTS. TYPES AND ASSISTS IN COMPLETING CLAIM FORMS AND RELATED PAPERS. MAY EXPLAIN COVERAGE TO PATIENTS. CONTACTS INSURANCE CARRIERS FOR NEEDED INFORMATION OR TO CLARIFY CASES. TYPES BILLING TO INSURANCE CARRIERS AND MAINTAINS NECESSARY AND CORRESPONDENCE FILES.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	19	71	325	454	660	407	440	503
50-249 BEDS	7	14	325	418	550	350	405	475
250-499 BEDS	10	49	375	460	660	409	442	491
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	10	32	310	389	598	364	381	407
1-49 BEDS	4	5	330	425	598	360	385	450
50-249 BEDS	5	21	310	379	468	350	381	407
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	4	4	295	367	435	360	369	377
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	20	53	275	392	693	313	365	445
1-49 BEDS	4	4	275	354	400	345	371	397
50-249 BEDS	13	32	290	390	520	348	373	445
250-499 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	17	31	272	383	520	330	360	433
1-49 BEDS	11	20	272	363	490	325	355	390
50-249 BEDS	6	11	330	420	520	360	425	500
FEDERAL HOSPITALS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	71	192	272	414	693	355	400	450

CLERK TYPIST

TYPES CORRESPONDENCE, REPORTS, CARDS, PURCHASE ORDERS, ETC., IN ACCORDANCE WITH INSTRUCTIONS AND PROCEDURES. FILES RECORDS AND REPORTS AND DOES GENERAL CLERICAL WORK. ANSWERS TELEPHONE AND TAKES MESSAGES. MAY SORT AND DISTRIBUTE MAIL. STARTING CLERK WHO TYPES APPROXIMATELY 40 WPM.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	20	167	300	392	545	365	382	415
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	6	26	300	373	475	350	370	393
250-499 BEDS	11	129	321	391	517	367	382	410
500 OR MORE BEDS	INSUFFICIENT DATA							
NORTH CENTRAL	7	16	310	349	390	340	350	360
1-49 BEDS	4	6	310	345	360	340	350	360
50-249 BEDS	3	10	310	352	390	340	348	375
NORTHEAST	3	20	285	342	414	308	333	376
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	15	91	265	343	505	300	335	365
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	10	30	265	320	395	300	320	345
250-499 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	12	62	256	337	455	310	335	359
1-49 BEDS	6	24	256	327	455	305	315	340
50-249 BEDS	6	38	275	344	435	325	340	360
FEDERAL HOSPITALS	4	89	460	568	672	506	568	620
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	61	445	256	406	672	345	382	435

HOUSEKEEPING AIDE - MAID

CLEANS AND SERVICES WARDS, ROOMS, BATHS, AND OTHER ASSIGNED AREAS. CLEANS, MOPS AND WAXES FLOORS, DUSTS FURNITURE AND EQUIPMENT, CLEANS WINDOWS. SCOURS AND POLISHES BATH TUBS, SINKS, MIRRORS, AND SIMILAR EQUIPMENT, REPLENISHES SUPPLIES IN DISPENSERS. CLEANS LOCKERS AND STORAGE ROOMS. MAY MAKE BEDS.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	18	439	275	371	492	340	364	401
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	6	91	300	357	430	320	355	390
250-499 BEDS	8	273	312	368	485	340	364	388
500 OR MORE BEDS	3	73	340	404	492	375	405	425
NORTH CENTRAL	10	100	278	331	405	310	325	355
1-49 BEDS	3	7	290	331	405	290	320	365
50-249 BEDS	6	77	278	327	385	310	320	339
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	11	46	275	312	376	290	309	325
1-49 BEDS	8	20	275	294	350	285	291	295
50-249 BEDS	3	26	290	326	376	309	325	341
SOUTH CENTRAL	21	161	256	307	405	285	302	330
1-49 BEDS	7	16	275	297	375	285	295	296
50-249 BEDS	13	107	256	298	405	282	290	314
250-499 BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	17	92	256	305	400	277	295	320
1-49 BEDS	11	41	256	299	400	275	289	305
50-249 BEDS	6	51	275	310	375	280	300	340
FEDERAL HOSPITALS	4	56	505	567	705	535	575	595
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	81	894	256	358	705	310	340	382

JANITOR - PORTER

PERFORMS ASSIGNED WORK TO KEEP HOSPITAL IN A CLEAN AND ORDERLY CONDITION. DUTIES INCLUDE CLEANING, MOPPING AND POLISHING FLOORS AND STAIRWAYS, GATHERING AND DISPOSING OF REFUSE, WASHING WALLS AND FIXTURES, POLISHING METALS, TRANSPORTING HOSPITAL EQUIPMENT, REPLENISHING DISPENSERS, ETC. MAY PERFORM ASSIGNED OUTSIDE CHORES.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	18	383	300	393	485	370	382	416
50-249 BEDS	6	67	300	369	475	345	370	381
250-499 BEDS	9	250	339	396	485	374	391	419
500 OR MORE BEDS	3	66	365	407	485	380	395	447
NORTH CENTRAL	9	45	325	392	543	355	400	422
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	6	34	335	402	505	364	410	422
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	6	11	294	379	475	320	400	414
1-49 BEDS	3	4	345	406	475	400	403	405
50-249 BEDS	3	7	294	363	414	309	379	414
SOUTH CENTRAL	16	189	275	412	500	385	425	469
1-49 BEDS	4	5	275	321	400	275	320	336
50-249 BEDS	10	46	285	330	500	295	312	345
250-499 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	11	48	275	369	560	295	359	447
1-49 BEDS	4	8	310	358	380	330	378	380
50-249 BEDS	7	40	275	371	560	295	357	447
FEDERAL HOSPITALS	3	85	450	571	595	555	595	595
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
ALL COLO. HOSP.	63	761	275	416	595	370	403	450

LAUNDRY HELPER/AIDE

UNDER SUPERVISION, PERFORMS STANDARDIZED TASKS IN LAUNDRY. ASSISTS WITH SORTING, MARKING AND OTHER ASSIGNED WORK.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	17	131	266	369	505	340	361	390
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	5	20	266	333	375	335	350	350
250-499 BEDS	8	77	312	369	505	340	363	390
500 OR MORE BEDS	3	33	310	392	469	367	386	430
NORTH CENTRAL	5	41	290	338	380	325	340	347
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	3	29	290	336	380	324	339	347
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	3	11	290	353	414	309	341	414
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	INSUFFICIENT DATA							
SOUTH CENTRAL	20	146	272	332	447	295	320	350
1-49 BEDS	5	10	275	312	364	277	303	350
50-249 BEDS	11	59	272	316	405	285	310	330
250-499 BEDS	3	59	275	322	415	300	320	330
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	13	52	275	335	494	295	310	355
1-49 BEDS	6	10	281	319	450	291	303	317
50-249 BEDS	7	42	275	339	494	295	310	355
FEDERAL HOSPITALS	3	17	450	564	595	550	570	595
500 OR MORE BEDS	3	17	450	564	595	550	570	595
ALL COLO. HOSP.	61	398	266	356	595	310	340	381

GENERAL MAINTENANCE MAN

PERFORMS WIDE VARIETY OF MAINTENANCE WORK HAVING TO DO WITH BUILDING REPAIRS, PLUMBING AND PIPE FITTING, FURNITURE REPAIRS, AND GENERAL ELECTRICAL REPAIRS. WORK REQUIRES A WORKING KNOWLEDGE OF VARIOUS TRADE FUNDAMENTALS.

	NO HOSPS	NO EMPLS	RATES REPORTED LOW $	AVG $	HIGH $	MIDDLE 50 % LOW $	MED $	HIGH $
METRO DENVER	20	116	350	605	915	525	603	675
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	7	26	350	535	750	465	533	588
250-499 BEDS	9	67	395	597	868	527	605	675
500 OR MORE BEDS	3	22	525	725	915	660	713	855
NORTH CENTRAL	9	24	395	522	675	468	513	567
1-49 BEDS	INSUFFICIENT DATA							
50-249 BEDS	6	21	395	510	643	468	500	551
250-499 BEDS	INSUFFICIENT DATA							
NORTHEAST	9	12	390	502	673	478	483	537
1-49 BEDS	6	8	390	496	551	478	493	537
50-249 BEDS	3	4	420	513	673	480	480	480
SOUTH CENTRAL	24	87	300	556	970	440	550	660
1-49 BEDS	7	7	347	497	660	415	485	588
50-249 BEDS	14	51	300	494	970	350	505	580
250-499 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	INSUFFICIENT DATA							
WESTERN SLOPE	14	33	312	513	802	395	500	600
1-49 BEDS	9	12	335	473	635	384	425	600
50-249 BEDS	5	21	312	536	802	417	515	600
FEDERAL HOSPITALS	4	17	575	710	785	690	690	785
50-249 BEDS	INSUFFICIENT DATA							
500 OR MORE BEDS	3	8	575	742	785	785	785	785
ALL COLO. HOSP.	80	289	300	575	970	475	567	675

TABLES OF SELECTED BENEFITS,

PERSONNEL POLICIES AND PRACTICES

Ninety-Seven Colorado Area Hospitals

TABLES OF SELECTED BENEFITS, PERSONNEL POLICIES AND PRACTICES

I. OVERTIME CLASSIFICATIONS AND PRACTICES FOR SPECIFIC JOBS

A. Staff Dietitian

	No. of Hosp. Reporting	% of Total Hosp. Reporting
1. How do you classify this position?		
Exempt	37	60%
Non-exempt	25	40%
Total	62	
% of Total Hospitals	64%	
2. On what basis is overtime compensated (non-exempt employees)?		
Time and one-half	19	76%
Straight-time	4	16%
Straight compensatory time-off or paid at time & one-half (employee's option)	1	4%
Compensatory time-off or paid at time & one-half (hospital's option)	1	4%
Total	25	
3. When is overtime compensated (non-exempt employees)?		
After 8 hrs./day - 40 hrs./wk.	11	44%
After 40 hrs./wk. only	7	28%
After 8 hrs./day - 80 hrs./2 wks.	4	16%
No answer	3	12%
Total	25	
4. On what basis is overtime compensated for employees classified as exempt?		
Compensatory time-off after 8 hrs./day - 80 hrs./2 wks.	4	22%
Compensatory time-off after 40 hrs./wk.	3	17%
Compensatory time-off	3	17%
Compensatory time-off or straight-time after 8 hrs./day - 40 hrs./wk. (employee's option)	2	11%
Straight-time after 8 hrs./day - 40 hrs./wk.	2	11%
Compensatory time-off after 80 hrs./2 wks.	1	6%
Straight-time after 40 hrs./wk.	1	6%
Time and one-half after $8\frac{1}{2}$ hrs./day - 80 hrs./2 wks.	1	6%
Time and one-half after 8 hrs./day - 40 hrs./wk.	1	6%
Total	18	

I. OVERTIME CLASSIFICATIONS AND PRACTICES FOR SPECIFIC JOBS (Cont'd)

	No. of Hosp. Reporting	% of Total Hosp. Reporting
B. Registered Medical Records Librarian		
1. How do you classify this position?		
Exempt	32	53%
Non-exempt	28	47%
Total	60	
% of Total Hospitals	62%	
2. On what basis is overtime compensated (non-exempt employees)?		
Time and one-half	25	89%
Compensatory time-off	1	4%
Straight compensatory time-off or paid at time & one-half (employee's option)	1	4%
None	1	4%
Total	28	
3. When is overtime compensated (non-exempt employees)?		
After 8 hrs./day - 40 hrs./wk.	15	54%
After 8 hrs./day - 80 hrs./2 wks.	6	21%
After 40 hrs./wk. only	4	14%
After 37½ hrs. wk./only	1	4%
No answer	2	7%
Total	28	
4. On what basis is overtime compensated for employees classified as exempt?		
Compensatory time-off or straight-time after 8 hrs./day - 40 hrs./wk. (employee's option)	3	21%
Compensatory time-off after 40 hrs./wk.	2	14%
Compensatory time-off after 8 hrs./day - 80 hrs./2 wks.	2	14%
Time and one-half after 8 hrs./day - 40 hrs./wk.	2	14%
Compensatory time-off	1	7%
Compensatory time-off or straight-time after 8 hrs./day - 80 hrs./2 wks. (employee's option)	1	7%
Straight-time after 40 hrs./wk.	1	7%
Time and one-half after 8½ hrs./day - 80 hrs./2 wks.	1	7%
Compensatory time-off or time and one-half after 8 hrs./day - 40 hrs./wk. (hospital's option)	1	7%
Total	14	

I. OVERTIME CLASSIFICATIONS AND PRACTICES FOR SPECIFIC JOBS (Cont'd)

C. Physical Therapist

	No. of Hosp. Reporting	% of Total Hosp. Reporting
1. How do you classify this position?		
Exempt	34	58%
Non-exempt	25	42%
Total	59	
% of Total Hospitals	61%	
2. On what basis is overtime compensated (non-exempt employees)?		
Time and one-half	21	84%
Straight-time	2	8%
Straight compensatory time-off or paid at time & one-half (employee's option)	1	4%
Compensatory time-off or time and one-half (hospital's option)	1	4%
Total	25	
3. When is overtime compensated (non-exempt employees)?		
After 8 hrs./day - 40 hrs./wk.	15	60%
After 40 hrs./wk. only	6	24%
After 8 hrs./day - 80 hrs./2 wks.	3	12%
After 37½ hrs./week only	1	4%
Total	25	
4. On what basis is overtime compensated for employees classified as exempt?		
Compensatory time-off after 40 hrs./wk.	3	21%
Compensatory time-off	2	14%
Compensatory time-off or straight-time after 8 hrs./day - 40 hrs./wk. (employee's option)	2	14%
Straight-time after 8 hrs./day - 40 hrs./wk.	2	14%
Compensatory time-off after 80 hrs./2 wks.	1	7%
Compensatory time-off after 8 hrs./day - 80 hrs./2 wks.	1	7%
Straight-time after 40 hrs./wk.	1	7%
Time and one-half after 8 hrs./day - 40 hrs./wk.	1	7%
Time and one-half after 8½ hrs./day - 80 hrs./2 wks.	1	7%
Total	14	

I. OVERTIME CLASSIFICATIONS AND PRACTICES FOR SPECIFIC JOBS (Cont'd)

D. Occupational Therapist

	No. of Hosp. Reporting	% of Total Hosp. Reporting
1. How do you classify this position?		
Exempt	17	44%
Non-exempt	22	56%
Total	39	
% of Total Hospitals	40%	
2. On what basis is overtime compensated (non-exempt employees)?		
Time and one-half	15	68%
Compensatory time-off	2	9%
Straight-time	2	9%
Compensatory time-off or straight-time (employee's option)	1	5%
Straight compensatory time-off or paid at time & one-half (employee's option)	1	5%
Compensatory time-off or time and one-half (hospital's option)	1	5%
Total	22	
3. When is overtime compensated (non-exempt employees)?		
After 8 hrs./day - 40 hrs./wk.	11	50%
After 40 hrs./wk. only	6	27%
After 8 hrs./day - 80 hrs./2 wks.	3	14%
No answer	2	9%
Total	22	
4. On what basis is overtime compensated for employees classified as exempt?		
Compensatory time-off after 40 hrs./wk.	1	14%
Compensatory time-off after 80 hrs./2 wks.	1	14%
Compensatory time-off after 8 hrs./day - 80 hrs./2 wks.	1	14%
Compensatory time-off or straight-time after 8 hrs./day - 40 hrs./wk. (employee's option)	1	14%
Straight-time after 8 hrs./day - 40 hrs./wk.	1	14%
Straight-time after 40 hrs./wk.	1	14%
Time and one-half after 8 hrs./day - 40 hrs./wk.	1	14%
Total	7	

I. OVERTIME CLASSIFICATIONS AND PRACTICES FOR SPECIFIC JOBS (Cont'd)

E. Medical Technologist

	No. of Hosp. Reporting	% of Total Hosp. Reporting
1. How do you classify this position?		
Exempt	26	30%
Non-exempt	61	70%
Total	87	
% of Total Hospitals	90%	
2. On what basis is overtime compensated (non-exempt employees)?		
Time and one-half	54	89%
Straight compensatory time-off or paid at time & one-half (employee's option)	3	5%
Compensatory time-off	2	3%
Straight-time	1	2%
Compensatory time-off or straight-time (employee's option)	1	2%
Total	61	
3. When is overtime compensated (non-exempt employees)?		
After 8 hrs./day - 40 hrs./wk.	28	46%
After 40 hrs./wk. only	14	23%
After 8 hrs./day - 80 hrs./2 wks.	13	21%
After 80 hrs./2 wks.	4	7%
After 40 hrs./wk. or after 8 hrs./day - 80 hrs./2 wks. (hospital's option)	1	2%
No answer	1	2%
Total	61	
4. On what basis is overtime compensated for employees classified as exempt?		
Straight-time after 8 hrs./day - 40 hrs./wk.	3	20%
Compensatory time-off after 40 hrs./wk.	2	13%
Compensatory time-off after 8 hrs./day - 80 hrs./2 wks.	2	13%
Compensatory time-off or straight-time after 8 hrs./day - 40 hrs./wk. (employee's option)	2	13%
Time and one-half after 8 hrs./day - 40 hrs./wk.	2	13%
Straight-time after 40 hrs./wk.	1	7%
Time and one-half after 8½ hrs./day - 80 hrs./2 wks.	1	7%
Straight-time after 8 hrs./day - 80 hrs./2 wks.	1	7%
"After 8 hrs./day - 40 hrs./wk. with 1/3 of changes"	1	7%
Total	15	

I. OVERTIME CLASSIFICATIONS AND PRACTICES FOR SPECIFIC JOBS (Cont'd)

F. Pharmacist

	No. of Hosp. Reporting	% of Total Hosp. Reporting
1. How do you classify this position?		
Exempt	42	66%
Non-exempt	22	34%
Total	64	
% of Total Hospitals	66%	
2. On what basis is overtime compensated (non-exempt employees)?		
Time and one-half	16	73%
Straight-time	2	9%
Straight compensatory time-off or paid at time & one-half (employee's option)	2	9%
Compensatory time-off	1	5%
Compensatory time-off or time and one-half (hospital's option)	1	5%
Total	22	
3. When is overtime compensated (non-exempt employees)?		
After 8 hrs./day - 40 hrs./wk.	12	55%
After 8 hrs./day - 80 hrs./2 wks.	5	23%
After 40 hrs./wk. only	3	14%
After 37½ hrs./wk. only	1	5%
No answer	1	5%
Total	22	
4. On what basis is overtime compensated for employees classified as exempt?		
Compensatory time-off after 8 hrs./day - 80 hrs./2 wks.	3	17%
Compensatory time-off or straight-time after 8 hrs./day - 40 hrs./wk. (employee's option)	3	17%
Compensatory time-off	2	10%
Straight-time after 40 hrs./wk.	2	10%
Time and one-half after 8 hrs./day - 40 hrs./wk.	2	10%
Compensatory time-off after 40 hrs./wk.	1	6%
Compensatory time-off after 80 hrs./2 wks.	1	6%
Compensatory time-off after 8 hrs./day - 40 hrs./wk.	1	6%
Straight-time after 8 hrs./day - 40 hrs./wk.	1	6%
Straight-time after 80 hrs./2 wks.	1	6%
Time and one-half after 8½ hrs./day - 80 hrs./2 wks.	1	6%
Total	18	

I. OVERTIME CLASSIFICATIONS AND PRACTICES FOR SPECIFIC JOBS (Cont'd)

G. Radiologic Technician	No. of Hosp. Reporting	% of Total Hosp. Reporting
1. How do you classify this position?		
Exempt	12	15%
Non-exempt	69	85%
Total	81	
% of Total Hospitals	84%	
2. On what basis is overtime compensated (non-exempt employees)?		
Time and one-half	61	88%
Straight compensatory time-off or paid at time & one-half (employee's option)	3	4%
Compensatory time-off or straight-time (employee's option)	2	3%
Compensatory time-off	1	1%
Straight-time	1	1%
No answer	1	1%
Total	69	
3. When is overtime compensated (non-exempt employees)?		
After 8 hrs./day - 40 hrs./wk.	33	48%
After 40 hrs./wk. only	17	25%
After 8 hrs./day - 80 hrs./2 wks.	14	20%
After 80 hrs./2 wks.	2	3%
After 37½ hrs./wk. only	1	1%
No answer	2	3%
Total	69	
4. On what basis is overtime compensated for employees classified as exempt?		
Compensatory time-off or straight-time after 8 hrs./day - 80 hrs./2 wks. (employee's option)	1	25%
Straight-time after 8 hrs./day - 40 hrs./wk.	1	25%
Time and one-half after 8 hrs./day - 40 hrs./wk.	1	25%
Straight-time on call	1	25%
Total	4	

I. OVERTIME CLASSIFICATIONS AND PRACTICES FOR SPECIFIC JOBS (Cont'd)

H. Registered Nurse

	No. of Hosp. Reporting	% of Total Hosp. Reporting
1. How do you classify this position?		
Exempt	40	41%
Non-exempt	57	59%
Total	97	
% of Total Hospitals	100%	
2. On what basis is overtime compensated (non-exempt employees)?		
Time and one-half	52	91%
Straight-time	2	4%
Straight compensatory time-off or paid at time & one-half (employee's option)	2	4%
No overtime provisions	1	2%
Total	57	
3. When is overtime compensated (non-exempt employees)?		
After 8 hrs./day - 40 hrs./wk.	21	37%
After 40 hrs./wk. only	18	32%
After 8 hrs./day - 80 hrs./2 wks.	13	23%
After 80 hrs./2 wks.	3	5%
After 37½ hrs./wk. only	1	2%
No overtime provisions	1	2%
Total	57	
4. On what basis is overtime compensated for employees classified as exempt?		
Time and one-half after 8 hrs./day - 40 hrs./wk.	4	13%
Straight-time after 8 hrs./day - 40 hrs./wk.	4	13%
Compensatory time-off after 40 hrs./wk.	3	10%
Compensatory time-off or straight-time after 8 hrs./day - 40 hrs./wk. (employee's option)	3	10%
Time and one-half after 8 hrs./day - 80 hrs./2 wks.	3	10%
Compensatory time-off after 80 hrs./2 wks.	2	6%
Straight-time after 40 hrs./wk.	2	6%
Straight-time after 8 hrs./day - 80 hrs./2 wks.	2	6%
Straight-time after 80 hrs./2 wks.	2	6%
Straight-time	2	6%
Compensatory time-off after 8 hrs./day - 40 hrs./wk.	1	3%
Compensatory time-off after 8 hrs./day - 80 hrs./2 wks.	1	3%
Time and one-half after 8½ hrs./day - 80 hrs./2 wks.	1	3%
Time and one-half after 40 hrs./wk.	1	3%
Total	31	

II. GENERAL PAY INCREASES

A. Estimated Annual Increase in Salaries During Past 12 Months
(Includes merit increases, general increases, cost-of-living increases, or any combination thereof)

No. of Hospitals Reporting: 88
% of Total Hospitals: 91%

1. Summary of reported annual increases - July, 1970 - July, 1971

AVERAGE (MEAN) 8.51%

First Quartile	6%	(interquartile range or "Middle 50%" range)
Median	8%	
Third Quartile	10%	

Mode 10%

2. Distribution of reported increases - July, 1970 - July, 1971

Annual Increases*	No. of Hospitals
0%-4%	5
5%	9
6%	9
7%	13
8%	15
9%	7
10%	17
11%	4
12%	2
13%	2
Over 13%	5

*Reported increases were rounded to the nearest whole percent.

III. OVERTIME PROVISIONS FOR NON-EXEMPT EMPLOYEES

A. When is overtime paid and what is the rate of overtime paid?

No. of Hospitals Reporting: 94
% of Total Hospitals: 97%

III. OVERTIME PROVISIONS FOR NON-EXEMPT EMPLOYEES (Cont'd)

	No. of Hosp. Reporting	% of Total Hosp. Reporting
Time and one-half after 8 hrs./day-40 hrs./wk.	40	43%
Time and one-half after 8 hrs./day-80 hrs./ 2 wks.	16	17%
Time and one-half after 8 hrs./day-40 hrs./wk. for those subject to state laws; after 40 hrs/ wk. for F.L.S.A.	16	17%
Time and one-half after 8 hrs./day-40 hrs./wk. for some; after 8 hrs./day-80 hrs./2 wks. for others	8	9%
Time and one-half after 40 hrs./wk. only	8	9%
Time and one-half after 8 hrs./day only	3	3%
Time and one-half after 80 hrs./2 wks.	1	1%
Time and one-half after 8 hrs./day-40 hrs./wk. for some; after 8 hrs./day-80 hrs./2 wks. for others; & after 40 hrs./wk for Xray	1	1%
Time and one-half after 40 hrs./wk.; Two times after 40 hrs./wk. for employees with 15 yrs. of service	1	1%
Total	94	

IV. GENERAL VACATION POLICIES

A. What is the maximum length of annual vacation offered?

No. of Hospitals Reporting (Non-Professional):	96
% of Total Hospitals:	99%
No. of Hospital Reporting (Professional):	93
% of Total Hospitals.	96%

	Non-Professional		Professional	
	No. of Hosp. Reporting	% of Total Reporting	No. of Hosp. Reporting	% of Total Reporting
1 week	1	1%	1	1%
2 weeks	17	18%	14	15%
3 weeks	46	48%	43	46%
4 weeks	22	23%	24	26%
5 weeks	2	2%	2	2%
6 weeks	--	---	2	2%
12 days	1	1%	--	---
18 days	--	---	1	1%
21 days	2	2%	1	1%
22 days	--	---	3	3%

IV. GENERAL VACATION POLICIES (Cont'd)

	Non-Professional		Professional	
	No. of Hosp. Reporting	% of Total Reporting	No. of Hosp. Reporting	% of Total Reporting
26 days	4	4%	1	1%
4 weeks plus 1 additional day per yr. of service beyond 26 years	1	1%	1	1%

B. What length of service is required to qualify for paid vacation (non-professional)?

Vacation Length	Years of Service Required														
	6 mos.	1	2	3	4	5	6	7	8	10	11	15	16	20	26
1 week	4	3													
2 weeks		83	3												
3 weeks			5	4	5	36	4	1	3	13		1			
4 weeks				6					6	6	2	6	1		1
5 weeks														1	
12 days		3		1											
13 days		5													
18 days										1	1				
19 days				1											
21 days												1	1		
26 days												4			

C. What length of service is required to qualify for paid vacation (professional)?

Vacation Length	Years of Service Required														
	6 mos.	1	2	3	4	5	6	7	8	10	11	15	16	20	26
1 week	3	3													
2 weeks		76	2			1									
3 weeks		5	9	5	5	29	1	1	1	12		1			
4 weeks	1					1			7	8		5	1		
5 weeks														1	
12 days		2		1											
13 days		3													
18 days										1					
21 days												1			
22 days			1	1											
26 days												1			

IV. GENERAL VACATION POLICIES (Cont'd)

D. Are shift premiums for second and third shifts included in vacation pay?

	No. of Hosp. Reporting	% of Total Hosp. Reporting
Yes	32	34%
No	63	66%
Total	95	

E. Are employees permitted to work and receive extra pay in lieu of vacation?

	No. of Hosp. Reporting	% of Total Hosp. Reporting
Yes	18	19%
No	78	81%
Total	96	

V. HOLIDAY PRACTICES

A. How many paid holidays are observed?	No. of Hosp. Reporting	% of Total Hosp. Reporting
1. Hospitals observing no paid holidays	1	1%
2. Hospitals observing 5 paid holidays per year	2	2%
1 - Fourth of July, Labor Day, Thanksgiving, Christmas and Employee's Birthday		
1 - Fourth of July, Thanksgiving, Christmas, and Two Floating Holidays		
3. Hospitals observing 6 paid holidays per year	35	36%
34 - Basic six holidays (New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas)		
1 - New Year's Day, Memorial Day, Fourth of July, Thanksgiving, Christmas, and Easter		
4. Hospitals observing 7 paid holidays per year	43	44%
23 - Basic 6 + Employee's Birthday		
3 - Basic 6 + Good Friday		
1 - Basic 6 + Employment Anniversary Date		
6 - Basic 6 + Washington's Birthday		
2 - Basic 6 + Veterans' Day		
1 - Basic 6 + Columbus Day		
5 - Basic 6 + Easter		
1 - Basic 6 + Lincoln's Birthday		
1 - Basic 6 + One Floating Holiday		

V. HOLIDAY PRACTICES (Cont'd)

	No. of Hosp. Reporting	% of Total Hosp. Reporting
5. Hospitals observing 8 paid holidays per year	4	4%
1 - Basic 6 + Two Floating Holidays		
3 - Basic 6 + Washington's Birthday & Veterans' Day		
6. Hospitals observing 9 paid holidays per year	5	5%
4 - Basic 6 + Washington's Birthday, Veterans' Day and Columbus Day		
1 - Basic 6 + Good Friday, Washington's Birthday and Friday After Thanksgiving		
7. Hospitals observing 10 paid holidays per year	2	2%
1 - Basic 6 + Lincoln's Birthday, Washington's Birthday, Colorado Day and Columbus Day		
1 - Basic 6 + Day Before and Day After Thanksgiving and Working Day Before and Working Day After Christmas		
8. Hospitals observing 11 paid holidays per year	5	5%
1 - Basic 6 + December 24th, Friday After Thanksgiving, Washington's Birthday and Two Floating Holidays		
1 - Basic 6 + Two Floating Holidays, One Day in March, One Extra Day at Christmas and One Extra Day at Thanksgiving		
3 - Basic 6 + Lincoln's Birthday, Washington's Birthday, Colorado Day, Columbus Day and Veterans' Day		
Total	97	

B. If an employee works on the holiday, what is the basis of payment?

Straight-time with compensatory time-off	47	49%
Straight-time plus holiday pay	40	42%
Time and one-half plus holiday pay	3	3%
Time and one-half for anything over 40 hrs./wk.	1	1%
Time and one-half	2	2%
Straight-time plus holiday pay or straight-time with compensatory time-off	2	2%
Straight-time plus holiday pay (non-professional) and Time and one-half plus holiday pay (professional)	1	1%
Total	96	

V. HOLIDAY PRACTICES (Cont'd)

	No. of Hosp. Reporting	% of Total Hosp. Reporting
C. To receive holiday pay, is employee required to be present the workday before and the workday after the holiday?		
Yes	25	27%
No	69	73%
Total	94	
D. Do employees receive holiday pay during their probationary period?		
Yes	58	60%
Yes, after 30 days employment	5	5%
No	33	34%
Total	96	

VI. SHIFT PREMIUM

Number of Hospitals Granting Shift Premium:	72
% of Total Hospitals	74%
Number of Hospitals Not Granting Shift Premium:	25
% of Total Hospitals	26%

Hospital	Non-Professional		Professional	
	2nd Shift	3rd Shift	2nd Shift	3rd Shift
1	.10 per hour	.10 per hour	.15 per hour	.15 per hour
2	.10 per hour (nurses' assistant) .12 per hour (maintenance)	.10 per hour (nurses' assistant) .15 per hour (maintenance)	.15 per hour (RN) .10 per hour (LPN)	.23 per hour (RN) .10 per hour (LPN)
3	---	---	2.00 per night	2.00 per night
4	---	---	10%/base pay	10%/base pay
5	.20 per hour	.30 per hour	.20 per hour	.30 per hour
6	.20 per hour	.20 per hour	.20 per hour	.20 per hour
7	.03 per hour	.06 per hour	.06 per hour	.12 per hour
8	.09 per hour .12 per hour .15 per hour	.09 per hour --- .24 per hour	.18 per hour	.24 per hour
9	1.00 per night	2.00 per night	1.00 per night	2.00 per night

VI. SHIFT PREMIUM (Cont'd)

Hospital	Non-Professional		Professional	
	2nd Shift	3rd Shift	2nd Shift	3rd Shift
10	1.00 per night	1.00 per night	1.25 per night	1.25 per night
			1.50 per night	1.50 per night
11	.13 per hour	.17 per hour	10%/base pay	10%/base pay
12	.12 per hour	.12 per hour	.23 per hour	.23 per hour
13	.20 per hour	.25 per hour .60 per hour	.30 per hour	.80 per hour
14	.20 per hour	.20 per hour	.20 per hour	.20 per hour
15	.20 per hour	.20 per hour	.20 per hour	.20 per hour
16	1.00 per night	1.00 per night	1.00 per night	1.00 per night
17	.15 per hour	.15 per hour	.20 per hour	.20 per hour
18	.10 per hour .15 per hour	.10 per hour .15 per hour	.12 per hour .15 per hour	.12 per hour .15 per hour
19	.10 per hour	.10 per hour	.10 per hour	.10 per hour
20	.13 per hour	.17 per hour	10%/base pay	10%/base pay
21	.20 per hour	.20 per hour	.20 per hour	.20 per hour
22	.15 per hour	.15 per hour	10%/base pay	10%/base pay
23	1.20 per night	1.20 per night	1.60 per night	1.60 per night
24	.20 per hour	.20 per hour	.20 per hour	.20 per hour
25	10.00 per month	10.00 per month	30.00 per month	30.00 per month
26	.06 per hour	.06 per hour	.09 per hour (LPN) .12 per hour (RN)	.09 per hour (LPN) .12 per hour (RN)
27	.10 per hour	.10 per hour	.17 per hour	.17 per hour
28	.10 per hour	.10 per hour .15 per hour	.25 per hour .29 per hour	.25 per hour .52 per hour
29	10.00 per month	10.00 per month	10.00 per month	10.00 per month
30	.29 per hour	.29 per hour	.29 per hour	.29 per hour
31	.20 per hour	.20 per hour	.20 per hour	.20 per hour
32	36.00 per month	36.00 per month	36.00 per month	36.00 per month
33	.10 per hour	.15 per hour	.10 per hour	.15 per hour
34	5.00 per month	10.00 per month	10.00 per month	20.00 per month
35	---	---	---	.10 per hour
36	5%/base pay	5%/base pay	5%/base pay	5%/base pay
37	20.00 per month	20.00 per month	20.00 per month	20.00 per month

VI. SHIFT PREMIUM (Cont'd)

Hospital	Non-Professional		Professional	
	2nd Shift	3rd Shift	2nd Shift	3rd Shift
38	.05 per hour	.05 per hour	.20 per hour	.20 per hour
39	---	---	---	.10 per hour
40	.08 per hour	.08 per hour	.16 per hour	.16 per hour
41	.06 per hour	.06 per hour	.10 per hour	.10 per hour
42	.15 per hour	.15 per hour	.20 per hour	.20 per hour
43	.125 per hour	.125 per hour	.15 per hour (LPN) .20 per hour (RN)	.15 per hour (LPN) .20 per hour (RN)
44	.45	.45	.90 (RN) .70 (LPN)	.90 (RN) .70 (LPN)
45	.05 per hour .09 per hour	.05 per hour .09 per hour	.15 per hour .25 per hour	.15 per hour .25 per hour
46	.75 per night	.75 per night	1.00 per night	1.00 per night
47	20.00 per month	20.00 per month	35.00 per month	35.00 per month
48	.75 per night (grade 23 temporary) 1.50 per night (grade 23 permanent) 1.00 per night (grade 49 temporary) 2.00 per night (grade 49 permanent)	.75 per night (grade 23 temporary) 1.50 per night (grade 23 permanent) 1.00 per night (grade 49 temporary) 2.00 per night (grade 49 permanent)	1.50 per night (temporary) 3.00 per night (after 3 mos.)	1.50 per night (temporary) 3.00 per night (after 3 mos)
49	.05 per hour	.10 per hour	.10 per hour	.20 per hour
50	.25 per hour	.25 per hour	.25 per hour	.25 per hour
51	.13 per hour	.13 per hour	.13 per hour	.13 per hour
52	---	1.00 per night	1.00 per night	1.00 per night
53	.08 per hour	.08 per hour	.14 per hour	.14 per hour
54	.15 per hour	.15 per hour	.20 per hour	.20 per hour
55	.50 per night	.50 per night	1.00 per night	1.00 per night
56	1.20 per night	1.20 per night	1.20 per night	1.20 per night
57	.20 per hour	.20 per hour	.20 per hour	.20 per hour
58	.14 per hour(wage employees) 10%/base pay (general schedule)	.35 per hour (wage employees) 10%/base pay (general schedule)	10%/base pay	10%/base pay
59	---	---	40.00 per month	50.00 per month

VI. SHIFT PREMIUM (Cont'd)

Hospital	Non-Professional 2nd Shift	Non-Professional 3rd Shift	Professional 2nd Shift	Professional 3rd Shift
60	.14 per hour	.21 per hour	---	---
61	20.00 per month	20.00 per month	20.00 per month	20.00 per month
62	.10 per hour	.10 per hour	.10 per hour	.10 per hour
63	.08 per hour .11 per hour	.08 per hour .11 per hour	.15 per hour	.15 per hour
64	10.00 per month	11.00 per month	---	---
65	20.00 per month	---	65.00 per month	65.00 per month
66	.23 per hour	.23 per hour	.23 per hour	.23 per hour
67	.10 per hour	.20 per hour	.10 per hour	.20 per hour
68	.15 per hour	.15 per hour	.20 per hour	.20 per hour
69	12.50 per month	12.50 per month	25.00 per month	25.00 per month
70	.50 per shift	.50 per shift	2.00 per shift	2.00 per shift
71	---	---	.25 per shift	.50 per shift
72	.09 per hour	.14 per hour	.09 per hour	.14 per hour

VII. SPECIAL PAY

A. When an employee is called back to work after completing a routine shift, is the employee guaranteed a minimum number of hours of pay (Call-In Pay)?

	Professional No. of Hosp. Reporting	Professional % of Total Reporting	Non-Professional No. of Hosp. Reporting	Non-Professional % of Total Reporting
Yes	40	42%	37	39%
No	56	58%	59	61%
Total	96		96	

B. When an employee is called back to work after completing a routine shift, is the employee paid for any travel time?

	Professional No. of Hosp. Reporting	Professional % of Total Reporting	Non-Professional No. of Hosp. Reporting	Non-Professional % of Total Reporting
Yes	8	8%	7	7%
No	88	92%	89	93%
Total	96		96	

VII. SPECIAL PAY (Cont'd)

C. When employees are required to stay at home and are on "stand-by", are they compensated for this time spent?

	Professional		Non-Professional	
	No. of Hosp. Reporting	% of Total Reporting	No. of Hosp. Reporting	% of Total Reporting
Yes	29	33%	23	26%
No	9	10%	20	23%
Not required to stay at home while on stand-by	49	56%	44	51%
Total	87		87	

1. Rate of compensation while on "stand-by":

Hospital	Professional	Non-Professional
1	1.15 per hour	Not Compensated
2	2.00 per "stand-by"	---
3	.40 per hour	Some .40 per hour, Others .25 per hour
4	1.00 per call day	1.00 per call day
5	Straight-time	Time and one-half
6	---	10%, 15% or 20% of base annual rate based on number of times called
7	RN only: 3.50 on week-day and 4.25 on week-end	None involved
8	5.00 per day	3.00 per day
9	5.00 per night (Not required to stay at home)	Not required to stay at home - no amounts provided
10	3.00 per day - (Not required to stay at home)	3.00 per day - (Not required to stay at home)
11	Minimum wage	Minimum wage
12	8.00 per shift plus time and one-half regular pay if called in starting at time of reporting in for duty.	Not Compensated
13	Lab. & Xray: 15.00 per week Nursing Personnel: .15 per hr.	Lab. & Xray: 15.00 per week Nursing Personnel: .15 per hour
14	5.00 per stand-by period (Not required to stay at home)	5.00 per stand-by period (Not required to stay at home)
15	4.00 per day on week-day and 6.00 per day on week-end	4.00 per day on week-day and 6.00 per day on week-end
16	2.00 per night	2.00 per night
17	Additional time off	Additional time off or time and one-half base pay while on stand-by

VII. SPECIAL PAY (Cont'd)

Hospital	Professional	Non-Professional
18	10.00 per stand-by	10.00 per stand-by
19	Time and one-half	---
20	---	Time and one-half @ special rate which includes time plus call time per federal requirements
21	4.00 per night	4.00 per night
22	1.15 per hour - RN in Surgery 60.00 per week-end - Xray Tech.	.90 per hour - OR Technician 3.00 per shift - EKG
23	3.00 per night plus time and one-half if called. 25.00 per week-end plus time and one-half if called.	15.00 per week-end plus time and one-half if called
24	Xray Tech. - 2.50 per 8 hours Med. Tech. - 5.00 per 8 hours	---
25	Call time	Time and one-half hourly average wage
26	one-half	one-half
27	6.00 per day	Not required to stay at home.
28	RN - 10.00 minimum	---
29	.35 per hour - (Not required to stay at home)	.35 per hour - (Not required to stay at home)
30	3.00 per hour	---
31	2.00 per stand-by	1.00 per stand-by

D. When employees are required to notify the hospital where they may be reached at all times ("On-Call") are they compensated for this?

	Professional		Non-Professional	
	No. of Hosp. Reporting	% of Total Reporting	No. of Hosp. Reporting	% of Total Reporting
Yes	36	38%	24	25%
No	42	44%	56	58%
Compensated at same rate as if on "stand-by"	18	19%	16	17%
Total	96		96	

VIII. WAGE PROGRESSION

	Professional		Non-Professional	
	No. of Hosp. Reporting	% of Total Reporting	No. of Hosp. Reporting	% of Total Reporting
A. Do you have a written wage progression that is either automatic or based on merit?				
Yes	64	67%	65	68%
Yes, Nurses only	1	1%	1	1%
No, only an informal unwritten plan	31	32%	30	31%
Total	96		96	
1. What is the average length of time required to progress from the minimum to the maximum of the rate range (written schedule)?				
Based entirely on merit	3	5%	3	5%
6 months	1	2%	1	2%
1 year	--	---	2	3%
2 years	--	---	2	3%
3 years	7	11%	5	8%
4 years	19	29%	18	27%
4½ years	2	3%	2	3%
5 years	19	29%	17	26%
6 years	5	8%	6	9%
7 years	1	2%	2	3%
8 years	2	3%	2	3%
10 years	3	5%	3	5%
10 years (nurses only)	1	2%	1	2%
18 years	1	2%	1	2%
Other*	1	2%	1	2%
Total	65		66	

*2 years for non-supervisory employees
6 years for supervisory employees
18 years for salaried employees

2. What is the average length of time required to progress from the minimum to the maximum of the rate range (unwritten schedule)?				
2 years	1	25%	1	33%
5 years	2	50%	2	67%
7 years	1	25%	--	---
Total	4		3	

VIII. WAGE PROGRESSION (Cont'd)

	Professional		Non-Professional	
	No. of Hosp. Reporting	% of Total Reporting	No. of Hosp. Reporting	% of Total Reporting
3. What is the usual time interval between increases (written schedule)?				
Annually	12	18%	7	11%
After 6 mos., then 1 yr., annually thereafter	35	54%	38	58%
After 6 mos., annually thereafter	3	5%	6	9%
After 90 days, annually thereafter	6	9%	6	9%
After 90 days, annually thereafter (nurses only)	1	2%	1	2%
Every 6 months	1	2%	1	2%
Every 2 years	1	2%	1	2%
After 6 mos., then 1 year, annually for 3 years, then at 5 years & 8 years	1	2%	1	2%
Every 4 mos. for 1st year, every 8 mos. for next 2 years, then every 9 mos., for next 3 years - maximum	1	2%	1	2%
Based entirely on merit	4	6%	3	5%
After 6 mos., then 1 year, annually thereafter for 4 years, then after 3 years - maximum	--	---	1	2%
Total	65		66	
4. What is the usual time interval between increases (unwritten schedule)?				
After 3 months	1	17%	--	---
Annually	4	66%	1	50%
After 6 mos., then 1 year, annually thereafter	1	17%	1	50%
Total	6		2	

IX. SICK LEAVE

	No. of Hosp. Reporting	% of Total Reporting
A. Do you pay employees for time lost because of sickness, other than allowance from insured plan and, if so, in what way?		
No	3	3%
Yes, pay sick leave according to formal sick leave plan with established limits	91	96%
Yes, pay sick leave according to individual circumstances	1	1%
Total	95	
B. If your plan is a formal one, what are the maximum number of sick leave days an employee may accrue during a one year period?		
3 days	1	1%
5 days	1	1%
6 days	1	1%
8 days	2	2%
10 days	4	4%
12 days	67	71%
13 days	7	7%
15 days	8	8%
18 days	1	1%
Based on length of service	3	3%
Total	95	

C. May employees accrue (accumulate unused sick leave) over a year or period of years and if so, what is the maximum accrual permitted?

No. of Hospitals permitting the accrual of sick leave: 86

% of Total Hospitals: 89%

No	10	12%
Yes, No. of days not specified	2	2%
Yes, 12 days	3	3%
15 days	1	1%
24 days	4	5%
25 days	1	1%
30 days	21	24%
36 days	6	7%
45 days	2	2%
50 days	1	1%
60 days	16	19%

IX. SICK LEAVE (Cont'd)

	No. of Hosp. Reporting	% of Total Reporting
Yes, 90 days	3	3%
100 days	1	1%
120 days	1	1%
125 days	1	1%
Yes, 30 days (non-professional) - 120 days (professional)	1	1%
No set limit	22	26%
Total	96	

D. Is unused sick leave ever converted to other time-off benefits or cash?

Yes	17	18
Yes, professional only	1	1%
No	78	81%
Total	96	

1. What conversion options are permitted?

Converted to cash at retirement - payment of 1/4 of unused sick leave	5	27%
Cash	2	11%
After 60 days are accrued, employee may trade 1/2 or 20 days for 10 days of vacation	2	11%
May take days off in excess of 30 if desired or may accum. to 60 days & excess is given in days off	1	6%
Shall be refunded at rate of 1/2 unused sick leave upon termination at final rate of pay (professional only)	1	6%
All days above 50 may be converted to vacation days (2 sick leave days = 1 vacation day). Must be taken in the yr. that it occurs or it will be forfeited.	1	6%
After 36 days have accum., employee may take 1 full day leave with pay ea. month or receive pay for all accum. days over 296 hrs. at anniversary date	1	6%
After 110 days have accum., 1 day sick leave may be exchanged for 1 day off	1	6%
May take off 1/2 of days not used	1	6%
Time earned above 60 days is paid at end of yr. at rate of 1 hr. pay per 8 hrs. sick time earned	1	6%
1st 5 days of unused sick time may be converted to vacation days annually	1	6%
Excess over 30 days may be converted to vacation pay at 1/2 rate of vacation pay	1	6%
Total	18	

X. RETIREMENT

	No. of Hosp. Reporting	% of Total Reporting
A. Do you have a retirement plan for your non-exempt employees?		
No	50	52%
Yes, the employee & hosp. share costs	24	25%
Yes, the hospital pays the full cost	23	23%
Total	97	

No. of hospitals with Retirement Plan: 47
Percent of Total Hospitals: 48%

XI. INSURANCE

A. Do you offer a health and accident insurance program to non-exempt employees?		
No	12	12%
Yes, the employee & hosp. share costs	48	49%
Yes, the hospital pays the full cost	13	13%
Yes, the employee pays full cost	24	25%
Total	97	

No. of hospitals with health & accident insurance program: 85
Percent of Total Hospitals: 88%

B. Do you offer a life insurance program to non-exempt employees?		
No	53	55%
Yes, the employee & hosp. share costs	19	20%
Yes, the hospital pays the full cost	17	18%
Yes, the employee pays full cost	8	8%
Total	97	

No. of hospitals with life insurance program: 44
Percent of Total Hospitals: 45%

XII. PART-TIME EMPLOYEES

SUMMARY OF PART-TIME BENEFITS

Benefit	Percent of Reporting Hosp. Without Benefit	Percent of Reporting Hosp. With Benefit
Holiday Pay	2%	98%
Vacation	18%	82%
Sick Leave	40%	60%
Health and Accident Insurance	52%	48%
Life Insurance	83%	17%
Retirement Plan	83%	17%

Benefits extended to part-time employees (employees who average more than 20 hours per week, but less than 40 hours per week).

	No. of Hosp. Reporting	% of Total Reporting
A. Holiday Pay (for unworked holidays)		
Pay no holidays	2	2%
Pay for only holidays worked	46	49%
Pay holiday pay based on hours worked	24	26%
Pay holiday pay (basis of payment unspecified)	11	12%
Pay holiday pay at 4 hours pay for each holiday	6	6%
Pay holiday pay for some selected holidays, but the number is less than for full-time employees	3	3%
Pay holiday pay for some job classifications	1	1%
Total	93	
B. Vacations		
Pay no vacations	17	18%
Pay vacation pro-rated based on hours worked	55	59%
Pay vacation (basis of payment unspecified)	7	8%
Pay 1/2 the full-time vacation accrual rate	5	5%
Pay vacation based on a combination of hrs. worked & years of service	3	3%

XII. PART-TIME EMPLOYEES (Cont'd)

	No. of Hosp. Reporting	% of Total Reporting
B. Vacations (Cont'd)		
Pay vacation with a minimum number of hours worked required to qualify	3	3%
Pay a fixed vacation allowance for all part-time employees	2	2%
Pay vacation for some job classifications	1	1%
Total	93	
C. Sick Leave		
Pay no sick leave	37	40%
Pay pro-rated sick leave based on hours worked	38	41%
Pay sick leave on an "accrual basis" (e.g. 1 hr. per 20 hrs. worked)	6	6%
Pay sick leave on the basis of 1/2 the amount accrued by full-time employees	5	5%
Pay sick leave (basis for payment unspecified)	5	5%
Pay sick leave after employee averages certain number of hours per week (e.g. 32 hrs./wk.)	2	2%
Total	93	
D. Health and Accident Insurance		
Provide no Health and Accident Insurance	48	52%
Provide Health & Accident Insurance on same basis as for full-time employees	13	14%
Pays a portion of the premium cost pro-rated on hrs. worked	9	10%
Group plan offered at employee's expense	8	9%
Provide Health & Accident Insurance (basis unspecified)	8	9%
Provide Health & Accident Insurance with hospital paying a portion of the premium cost	6	6%
Provide Health & Accident Insurance for some job classifications	1	1%
Total	93	

XII. PART-TIME EMPLOYEES (Cont'd)

E. Life Insurance

	No. of Hosp. Reporting	% of Total Reporting
Provide no Life Insurance coverage	77	83%
Provide Life Insurance (basis unspecified)	6	6%
Provide Life Insurance pro-rated on hours worked	3	3%
Provide Life Insurance after a fixed criteria of years of service and/or average hours worked	3	3%
Life Insurance offered at employees expense	2	2%
Provide the same as for regular full-time employees	1	1%
Provide for some job classifications	1	1%
Total	93	

F. Retirement Plan

Provide no Retirement Plan	77	83%
Provide a Retirement Plan pro-rated on hours worked	6	6%
Provide a Retirement Plan (basis unspecified)	5	5%
Provide a Retirement Plan the same as full-time employees based on income and years of service	3	3%
Provide a Retirement Plan if employee works regularly 35 hours/week or more	1	1%
Provide a Retirement Plan for some job classifications	1	1%
Total	93	

APPENDIX

CONSUMER PRICE INDEX

1967-1971 (1967 = 100)

SUMMARY OF DENVER METROPOLITAN AREA CONSUMER PRICE INDEX

April, 1967 - April, 1971
(1967 = 100)

WAGE CONVERSION TABLE

PARTICIPATING HOSPITALS

CONSUMER PRICE INDEX - U.S. AVERAGE
ALL ITEMS
(1967 = 100)

	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
January	98.6	102.0	106.7	113.3	119.2							
February	98.7	102.3	107.1	113.9	119.4							
March	98.9	102.8	108.0	114.5	119.8							
April	99.1	103.1	108.7	115.2	120.2							
May	99.4	103.4	109.0	115.7	120.8							
June	99.7	104.0	109.7	116.3	121.5							
July	100.2	104.5	110.2	116.7								
August	100.5	104.8	110.7	116.9								
September	100.7	105.1	111.2	117.5								
October	101.0	105.7	111.6	118.1								
November	101.3	106.1	112.2	118.5								
December	101.6	106.4	112.9	119.1								

	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990
January												
February												
March												
April												
May												
June												
July												
August												
September												
October												
November												
December												

Source: Bureau of Labor Statistics, U. S. Department of Labor

SUMMARY OF DENVER METROPOLITAN AREA CONSUMER PRICE INDEX

April, 1967 - April, 1971

(1967 = 100)

Group	1967	% of Increase	1968	% of Increase	1969	% of Increase	1970	% of Increase	1971	% of Increase
ALL ITEMS	99.2	+ .5%	102.3	+3.1%	105.4	+3.0%	113.2	+7.4%	118.4	+4.6%
Food	98.5	-2.8%	103.9	+5.5%	100.7	-3.1%	108.5	+7.7%	110.8	+2.1%
Housing	99.4	- .2%	100.6	+1.2%	106.9	+6.3%	117.4	+9.8%	125.2	+6.6%
Apparel & Upkeep	99.2	+3.3%	105.2	+6.0%	109.4	+4.0%	115.8	+5.9%	118.4	+2.2%
Transportation	99.2	+2.4%	101.8	+2.6%	103.7	+1.9%	109.6	+5.7%	114.4	+4.4%
Health & Recreation	99.5	+2.8%	103.0	+3.5%	106.7	+3.6%	112.1	+5.1%	116.7	+4.1%
Purchase Power of Dollar	1.009		0.977		0.948		0.883		0.845	

PERCENT OF INCREASE
April, 1967 - April, 1971

ALL ITEMS	+19.4%
Food	+12.5%
Housing	+26.0%
Apparel & Upkeep	+19.4%
Transportation	+15.3%
Health & Recreation	+17.3%

Hourly	Weekly	Monthly	Yearly	Hourly	Weekly	Monthly	Yearly	Hourly	Weekly	Monthly	Yearly
$1.30	$ 52.00	$ 225.33	$ 2704.00	$1.775	$ 71.00	$ 307.67	$ 3692.00	$2.25	$ 90.00	$ 390.00	$ 4680.00
1.31	52.40	227.07	2724.80	1.78	71.20	308.53	3702.40	2.26	90.40	391.73	4700.00
1.32	52.80	228.80	2745.60	1.788	71.54	310.00	3720.00	2.27	90.80	393.47	4721.60
1.325	53.00	229.67	2756.00	1.79	71.60	310.27	3723.20	2.275	91.00	394.33	4732.00
1.327	53.08	230.00	2760.00	1.80	72.00	312.00	3744.00	2.279	91.15	395.00	4740.00
1.33	53.20	230.53	2766.40	1.81	72.40	313.73	3764.80	2.28	91.20	395.20	4742.40
1.34	53.60	232.27	2787.20	1.817	72.69	315.00	3780.00	2.29	91.60	396.93	4763.20
1.35	54.00	234.00	2808.00	1.82	72.80	315.47	3785.60	2.30	92.00	398.67	4784.00
1.356	54.23	235.00	2820.00	1.825	73.00	316.33	3796.00	2.308	92.31	400.00	4800.00
1.36	54.40	235.73	2828.80	1.83	73.20	317.20	3806.40	2.31	92.40	400.40	4804.80
1.37	54.80	237.47	2849.60	1.84	73.60	318.93	3827.20	2.32	92.80	402.13	4825.60
1.375	55.00	238.33	2860.00	1.846	73.85	320.00	3840.00	2.325	93.00	403.00	4836.00
1.38	55.20	239.20	2870.40	1.85	74.00	320.67	3848.00	2.33	93.20	403.87	4846.40
1.385	55.38	240.00	2880.00	1.86	74.40	322.40	3868.80	2.337	93.46	405.00	4860.00
1.39	55.60	240.93	2891.20	1.87	74.80	324.13	3889.60	2.34	93.60	405.60	4867.20
1.40	56.00	242.67	2912.00	1.875	75.00	325.00	3900.00	2.35	94.00	407.33	4888.00
1.41	56.40	244.40	2932.80	1.88	75.20	325.87	3910.40	2.36	94.40	409.07	4908.80
1.413	56.54	245.00	2940.00	1.89	75.60	327.60	3931.20	2.365	94.62	410.00	4920.00
1.42	56.80	246.13	2953.60	1.90	76.00	329.33	3952.00	2.37	94.80	410.80	4929.60
1.425	57.00	247.00	2964.00	1.904	76.15	330.00	3960.00	2.375	95.00	411.67	4940.00
1.43	57.20	247.87	2974.40	1.91	76.40	331.07	3972.80	2.38	95.20	412.53	4950.40
1.44	57.60	249.60	2995.20	1.92	76.80	332.80	3993.60	2.39	95.60	414.27	4971.20
1.442	57.69	250.00	3000.00	1.925	77.00	333.67	4004.00	2.394	95.77	415.00	4980.00
1.45	58.00	251.33	3016.00	1.93	77.20	334.53	4014.40	2.40	96.00	416.00	4992.00
1.46	58.40	253.07	3026.80	1.933	77.31	335.00	4020.00	2.41	96.40	417.73	5012.80
1.47	58.80	254.80	3057.60	1.94	77.60	336.27	4035.20	2.42	96.80	419.47	5033.60
1.471	58.85	255.00	3060.00	1.95	78.00	338.00	4056.00	2.423	96.92	420.00	5040.00
1.475	59.00	255.67	3068.00	1.96	78.40	339.73	4076.80	2.425	97.00	420.33	5044.00
1.48	59.20	256.53	3078.40	1.962	78.46	340.00	4080.00	2.43	97.20	421.20	5054.40
1.49	59.60	258.27	3099.20	1.97	78.80	341.47	4097.60	2.44	97.60	422.93	5075.20
1.50	60.00	260.00	3120.00	1.975	79.00	342.33	4108.00	2.45	98.00	424.67	5096.00
1.51	60.40	261.73	3140.80	1.98	79.20	343.20	4118.40	2.452	98.08	425.00	5100.00
1.52	60.80	263.47	3161.60	1.99	79.60	344.93	4139.20	2.46	98.40	426.40	5116.80
1.525	61.00	264.33	3172.00	1.99*	79.62	345.00	4140.00	2.47	98.80	428.13	5137.60
1.529	61.15	265.00	3180.00	2.00	80.00	346.67	4160.00	2.475	99.00	429.00	5148.00
1.53	61.20	265.20	3182.40	2.01	80.40	348.40	4180.80	2.48	99.20	429.87	5158.40
1.54	61.60	266.93	3203.20	2.019	80.77	350.00	4200.00	2.481	99.23	430.00	5160.00
1.55	62.00	268.67	3224.00	2.02	80.80	350.13	4201.60	2.49	99.60	431.60	5179.20
1.558	62.31	270.00	3240.00	2.025	81.00	351.00	4212.00	2.50	100.00	433.33	5200.00
1.56	62.40	270.40	3244.80	2.03	81.20	351.87	4222.40	2.51*	100.38	435.00	5220.00
1.57	62.80	272.13	3265.60	2.04	81.60	353.60	4243.20	2.51	100.40	435.07	5220.80
1.575	63.00	273.00	3276.00	2.048	81.92	355.00	4260.00	2.52	100.80	436.80	5241.60
1.58	63.20	273.87	3286.40	2.05	82.00	355.33	4264.00	2.525	101.00	437.67	5252.00
1.587	63.46	275.00	3300.00	2.06	82.40	357.07	4284.80	2.53	101.20	438.53	5262.40
1.59	63.60	275.60	3307.20	2.07	82.80	358.80	4305.60	2.538	101.54	440.00	5280.00
1.60	64.00	277.33	3328.00	2.075	83.00	359.67	4316.00	2.54	101.60	440.27	5283.20
1.61	64.40	279.07	3348.80	2.077	83.08	360.00	4320.00	2.55	102.00	442.00	5304.00
1.615	64.62	280.00	3360.00	2.08	83.20	360.53	4326.40	2.56	102.40	443.73	5324.80
1.62	64.80	280.80	3369.60	2.09	83.60	362.27	4347.20	2.567	102.69	445.00	5340.00
1.625	65.00	281.67	3380.00	2.10	84.00	364.00	4368.00	2.57	102.80	445.47	5345.60
1.63	65.20	282.53	3390.40	2.106	84.23	365.00	4380.00	2.575	103.00	446.33	5356.00
1.64	65.60	284.27	3411.20	2.11	84.40	365.73	4388.80	2.	103.20	447.20	5366.40
1.644	65.77	285.00	3420.00	2.12	84.80	367.47	4409.60	2.	103.60	448.93	5387.20
1.65	66.00	286.00	3432.00	2.125	85.00	368.33	4420.00	2.596	103.85	450.00	5400.00
1.66	66.40	287.73	3452.80	2.13	85.20	369.20	4430.40	2.60	104.00	450.67	5408.00
1.67	66.80	289.47	3473.60	2.135	85.38	370.00	4440.00	2.61	104.40	452.40	5428.80
1.673	66.92	290.00	3480.00	2.14	85.60	370.93	4451.20	2.62	104.80	454.13	5449.60
1.675	67.00	290.33	3484.00	2.15	86.00	372.67	4472.00	2.625	105.00	455.00	5460.00
1.68	67.20	291.20	3494.40	2.16	86.40	374.40	4492.80	2.63	105.20	455.87	5470.40
1.69	67.60	292.93	3515.20	2.163	86.54	375.00	4500.00	2.64	105.60	457.60	5491.20
1.70	68.00	294.67	3536.00	2.17	86.80	376.13	4513.60	2.65	106.00	459.33	5512.00
1.702	68.08	295.00	3540.00	2.175	87.00	377.00	4524.00	2.654	106.15	460.00	5520.00
1.71	68.40	296.40	3556.80	2.18	87.20	377.87	4534.40	2.66	106.40	461.07	5532.80
1.72	68.80	298.13	3577.60	2.19	87.60	379.60	4555.20	2.67	106.80	462.80	5553.60
1.725	69.00	299.00	3588.00	2.192	87.69	380.00	4560.00	2.675	107.00	463.67	5564.00
1.73	69.20	299.87	3598.40	2.20	88.00	381.33	4576.00	2.68	107.20	464.53	5574.40
1.731	69.23	300.00	3600.00	2.21	88.40	383.07	4596.80	2.683	107.31	465.00	5580.00
1.74	69.60	301.60	3619.20	2.22	88.80	384.80	4617.60	2.69	107.60	466.27	5595.20
1.75	70.00	303.33	3640.00	2.221	88.85	385.00	4620.00	2.70	108.00	468.00	5616.00
1.76*	70.38	305.00	3660.00	2.225	89.00	385.67	4628.00	2.71	108.40	469.73	5636.80
1.76	70.40	305.07	3660.80	2.23	89.20	386.53	4638.40	2.712	108.46	470.00	5640.00
1.77	70.80	306.80	3681.60	2.24	89.60	388.27	4659.20	2.72	108.80	471.47	5657.60

Hourly	Weekly	Monthly	Yearly	Hourly	Weekly	Monthly	Yearly	Hourly	Weekly	Monthly	Yearly
$2.725	$109.00	$ 472.33	$ 5668.00	$3.20	$128.00	$ 554.67	$ 6656.00	$3.67	$146.80	$ 636.13	$ 7633.60
2.73	109.20	473.20	5678.40	3.202	128.08	555.00	6660.00	3.675	147.00	637.00	7644.00
2.74	109.60	474.93	5699.20	3.21	128.40	556.40	6676.80	3.68	147.20	637.87	7654.40
2.74*	109.62	475.00	5700.00	3.22	128.80	558.13	6697.60	3.69	147.60	639.60	7675.20
2.75	110.00	476.67	5720.00	3.225	129.00	559.00	6708.00	3.692	147.69	640.00	7680.00
2.76	110.40	478.40	5740.80	3.23	129.20	559.87	6718.40	3.70	148.00	641.33	7696.00
2.769	110.77	480.00	5760.00	3.231	129.23	560.00	6720.00	3.71	148.40	643.07	7716.80
2.77	110.80	480.13	5761.60	3.24	129.60	561.60	6739.20	3.72	148.80	644.80	7737.60
2.775	111.00	481.00	5772.00	3.25	130.00	563.33	6760.00	3.721	148.85	645.00	7740.00
2.78	111.20	481.87	5782.40	3.26*	130.38	565.00	6780.00	3.725	149.00	645.67	7748.00
2.79	111.60	483.60	5803.20	3.26	130.40	565.07	6780.80	3.73	149.20	646.53	7758.40
2.798	111.92	485.00	5820.00	3.27	130.80	566.80	6801.60	3.74	149.60	648.27	7779.20
2.80	112.00	485.33	5824.00	3.275	131.00	567.67	6812.00	3.75	150.00	650.00	7800.00
2.81	112.40	487.07	5844.80	3.28	131.20	568.53	6822.40	3.76	150.40	651.73	7820.80
2.82	112.80	488.80	5856.00	3.288	131.54	570.00	6840.00	3.77	150.80	653.47	7841.60
2.825	113.00	489.67	5876.00	3.29	131.60	570.27	6843.20	3.775	151.00	654.33	7852.00
2.827	113.08	490.00	5880.00	3.30	132.00	572.00	6864.00	3.779	151.15	655.00	7860.00
2.83	113.20	490.53	5886.40	3.31	132.40	573.73	6884.80	3.78	151.20	655.20	7862.40
2.84	113.60	492.27	5907.20	3.317	132.69	575.00	6900.00	3.79	151.60	656.93	7883.20
2.85	114.00	494.00	5928.00	3.32	132.80	575.47	6905.60	3.80	152.00	658.67	7904.00
2.856	114.23	495.00	5940.00	3.325	133.00	576.33	6916.00	3.808	152.31	660.00	7920.00
2.86	114.40	495.73	5948.80	3.33	133.20	577.20	6926.40	3.81	152.40	660.40	7924.80
2.87	114.80	497.47	5969.60	3.34	133.60	578.93	6947.20	3.82	152.80	662.13	7945.60
2.875	115.00	498.33	5980.00	3.346	133.85	580.00	6960.00	3.825	153.00	663.00	7956.00
2.88	115.20	499.20	5990.40	3.35	134.00	580.67	6968.00	3.83	153.20	663.87	7966.40
2.885	115.38	500.00	6000.00	3.36	134.40	582.40	6988.80	3.837	153.46	665.00	7980.00
2.89	115.60	500.93	6011.20	3.37	134.80	584.13	7009.60	3.84	153.60	665.60	7987.20
2.90	116.00	502.67	6032.00	3.375	135.00	585.00	7020.00	3.85	154.00	667.33	8008.00
2.91	116.40	504.40	6052.80	3.38	135.20	585.87	7030.40	3.86	154.40	669.07	8028.80
2.913	116.54	505.00	6060.00	3.39	135.60	587.60	7051.20	3.865	154.62	670.00	8040.00
2.92	116.80	506.13	6073.60	3.40	136.00	589.33	7072.00	3.87	154.80	670.80	8049.60
2.925	117.00	507.00	6084.00	3.404	136.16	590.00	7080.00	3.875	155.00	671.67	8060.00
2.93	117.20	507.87	6094.40	3.41	136.40	591.07	7092.80	3.88	155.20	672.53	8070.40
2.94	117.60	509.60	6115.20	3.42	136.80	592.80	7113.60	3.89	155.60	674.27	8091.20
2.942	117.69	510.00	6120.00	3.425	137.00	593.67	7124.00	3.894	155.77	675.00	8100.00
2.95	118.00	511.33	6136.00	3.43	137.20	594.53	7134.40	3.90	156.00	676.00	8112.00
2.96	118.40	512.07	6166.80	3.433	137.32	595.00	7140.00	3.91	156.40	677.73	8132.80
2.97	118.80	514.80	6177.60	3.44	137.60	596.27	7155.20	3.92	156.80	679.47	8153.60
2.971	118.85	515.00	6180.00	3.45	138.00	598.00	7176.00	3.923	156.92	680.00	8160.00
2.975	119.00	515.67	6188.00	3.46	138.40	599.73	7196.80	3.925	157.00	680.33	8164.00
2.98	119.20	516.53	6198.40	3.462	138.48	600.00	7200.00	3.93	157.20	681.20	8174.40
2.99	119.60	518.27	6219.20	3.47	138.80	601.47	7217.60	3.94	157.60	682.93	8195.20
3.00	120.00	520.00	6240.00	3.475	139.00	602.33	7228.00	3.95	158.00	684.67	8216.00
3.01	120.40	521.73	6260.80	3.48	139.20	603.20	7238.40	3.952	158.08	685.00	8220.00
3.02	120.80	523.47	6281.60	3.49	139.60	604.93	7259.20	3.96	158.40	686.40	8236.80
3.025	121.00	524.33	6292.00	3.49*	139.62	605.00	7260.00	3.97	158.80	688.13	8257.60
3.029	121.15	525.00	6300.00	3.50	140.00	606.67	7280.00	3.975	159.00	689.00	8268.00
3.03	121.20	525.20	6302.40	3.51	140.40	608.40	7300.80	3.98	159.20	689.87	8278.40
3.04	121.60	526.93	6323.20	3.519	140.77	610.00	7320.00	3.981	159.23	690.00	8280.00
3.05	122.00	528.67	6344.00	3.52	140.80	610.13	7321.60	3.99	159.60	691.60	8299.20
3.058	122.31	530.00	6360.00	3.525	141.00	611.00	7332.00	4.00	160.00	693.33	8320.00
3.06	122.40	530.40	6364.80	3.53	141.20	611.87	7342.40	4.01*	160.38	695.00	8340.00
3.07	122.80	532.13	6385.60	3.54	141.60	613.60	7363.20	4.01	160.40	695.07	8340.80
3.075	123.00	533.00	6396.00	3.548	141.92	615.00	7380.00	4.02	160.80	696.80	8361.60
3.08	123.20	533.87	6406.40	3.55	142.00	615.33	7384.00	4.025	161.00	697.67	8372.00
3.087	123.46	535.00	6420.00	3.56	142.40	617.07	7404.80	4.03	161.20	698.53	8382.40
3.09	123.60	535.60	6427.20	3.57	142.80	618.80	7425.60	4.038	161.54	700.00	8400.00
3.10	124.00	537.33	6448.00	3.575	143.00	619.67	7436.00	4.04	161.60	700.27	8403.20
3.11	124.40	539.07	6468.80	3.577	143.08	620.00	7440.00	4.05	162.00	702.00	8424.00
3.115	124.62	540.00	6480.00	3.58	143.20	620.53	7446.40	4.06	162.40	703.73	8444.80
3.12	124.80	540.80	6489.60	3.59	143.60	622.27	7467.20	4.067	162.69	705.00	8460.00
3.125	125.00	541.67	6500.00	3.60	144.00	624.00	7488.00	4.07	162.80	705.47	8465.60
3.13	125.20	542.53	6510.40	3.606	144.23	625.00	7500.00	4.075	163.00	706.33	8476.00
3.14	125.60	544.27	6531.20	3.61	144.40	625.73	7508.80	4.08	163.20	707.20	8486.40
3.144	125.77	545.00	6540.00	3.62	144.80	627.47	7529.60	4.09	163.60	708.93	8507.20
3.15	126.00	546.00	6552.00	3.625	145.00	628.33	7540.00	4.096	163.85	710.00	8520.00
3.16	126.40	547.73	6572.80	3.63	145.20	629.20	7550.40	4.10	164.00	710.67	8528.00
3.17	126.80	549.47	6593.60	3.635	145.38	630.00	7560.00	4.11	164.40	712.40	8548.80
3.173	126.92	550.00	6600.00	3.64	145.60	630.93	7571.20	4.12	164.80	714.13	8569.60
3.175	127.00	550.33	6604.00	3.65	146.00	632.67	7592.00	4.125	165.00	715.00	8580.00
3.18	127.20	551.20	6614.40	3.66	146.40	634.40	7612.80	4.13	165.20	715.87	8590.40
3.19	127.60	552.93	6635.20	3.663	146.54	635.00	7620.00	4.14	165.60	717.60	8611.20

Hourly	Weekly	Monthly	Yearly	Hourly	Weekly	Monthly	Yearly	Hourly	Weekly	Monthly	Yearly
$4.15	$166.00	$ 719.33	$ 8632.00	$4.62	$184.80	$ 800.80	$ 9609.60	$5.09	$203.60	$ 882.27	$10587.20
4.154	166.15	720.00	8640.00	4.625	185.00	801.67	9620.00	5.10	204.00	884.00	10608.00
4.16	166.40	721.07	8652.80	4.63	185.20	802.53	9630.40	5.106	204.23	885.00	10620.00
4.17	166.80	722.80	8673.60	4.64	185.60	804.27	9651.20	5.11	204.40	885.73	10628.80
4.175	167.00	723.67	8684.00	4.644	185.77	805.00	9660.00	5.12	204.80	887.47	10649.60
4.18	167.20	724.53	8694.40	4.65	186.00	806.00	9672.00	5.125	205.00	888.33	10660.00
4.183	167.31	725.00	8700.00	4.66	186.40	807.73	9692.80	5.13	205.20	889.20	10670.40
4.19	167.60	726.27	8715.20	4.67	186.80	809.47	9713.60	5.135	205.38	890.00	10680.00
4.20	168.00	728.00	8736.00	4.673	186.92	810.00	9720.00	5.14	205.60	890.93	10691.20
4.21	168.40	729.73	8756.80	4.675	187.00	810.33	9724.00	5.15	206.00	892.67	10712.00
4.212	168.46	730.00	8760.00	4.68	187.20	811.20	9734.40	5.16	206.40	894.40	10732.80
4.22	168.80	731.47	8777.60	4.69	187.60	812.93	9755.20	5.163	206.54	895.00	10740.00
4.225	169.00	732.33	8788.00	4.70	188.00	814.67	9776.00	5.17	206.80	896.13	10753.60
4.23	169.20	733.20	8798.40	4.702	188.08	815.00	9780.00	5.175	207.00	897.00	10764.00
4.24	169.60	734.93	8819.20	4.71	188.40	816.40	9796.80	5.18	207.20	897.87	10774.40
4.24*	169.62	735.00	8820.00	4.72	188.80	818.13	9817.60	5.19	207.60	899.60	10795.20
4.25	170.00	736.67	8840.00	4.725	189.00	819.00	9828.00	5.192	207.69	900.00	10800.00
4.26	170.40	738.40	8860.80	4.73	189.20	819.87	9838.40	5.20	208.00	901.33	10816.00
4.269	170.77	740.00	8880.00	4.731	189.23	820.00	9840.00	5.21	208.40	903.07	10836.80
4.27	170.80	740.13	8881.60	4.74	189.60	821.60	9859.20	5.22	208.80	904.80	10857.60
4.275	171.00	741.00	8892.00	4.75	190.00	823.33	9880.00	5.221	208.85	905.00	10860.00
4.28	171.20	741.87	8902.40	4.76*	190.38	825.00	9900.00	5.225	209.00	905.67	10868.00
4.29	171.60	743.60	8923.20	4.76	190.40	825.07	9900.80	5.23	209.20	906.53	10878.40
4.298	171.92	745.00	8940.00	4.77	190.80	826.80	9921.60	5.24	209.60	908.27	10899.20
4.30	172.00	745.33	8944.00	4.775	191.00	827.67	9932.00	5.25	210.00	910.00	10920.00
4.31	172.40	747.07	8964.80	4.78	191.20	828.53	9942.40	5.26	210.40	911.73	10940.80
4.32	172.80	748.80	8985.60	4.788	191.54	830.00	9960.00	5.27	210.80	913.47	10961.60
4.325	173.00	749.67	8996.00	4.79	191.60	830.27	9963.20	5.275	211.00	914.33	10972.00
4.327	173.08	750.00	9000.00	4.80	192.00	832.00	9984.00	5.279	211.15	915.00	10980.00
4.33	173.20	750.53	9006.40	4.81	192.40	833.73	10004.80	5.28	211.20	915.20	10982.40
4.34	173.60	752.27	9027.20	4.817	192.69	835.00	10020.00	5.29	211.60	916.93	11003.20
4.35	174.00	754.00	9048.00	4.82	192.80	835.47	10025.60	5.30	212.00	918.67	11024.00
4.356	174.23	755.00	9060.00	4.825	193.00	836.33	10036.00	5.308	212.31	920.00	11040.00
4.36	174.40	755.73	9068.80	4.83	193.20	837.20	10046.40	5.31	212.40	920.40	11044.80
4.37	174.80	757.47	9089.60	4.84	193.60	838.93	10067.20	5.32	212.80	922.13	11065.60
4.375	175.00	758.33	9100.00	4.846	193.85	840.00	10080.00	5.325	213.00	923.00	11076.00
4.38	175.20	759.20	9110.40	4.85	194.00	840.67	10088.00	5.33	213.20	923.87	11086.40
4.385	175.38	760.00	9120.00	4.86	194.40	842.40	10108.80	5.337	213.46	925.00	11100.00
4.39	175.60	760.93	9131.20	4.87	194.80	844.13	10129.60	5.34	213.60	925.60	11107.20
4.40	176.00	762.67	9152.00	4.875	195.00	845.00	10140.00	5.35	214.00	927.33	11128.00
4.41	176.40	764.40	9172.80	4.88	195.20	845.87	10150.40	5.36	214.40	929.07	11148.80
4.413	176.54	765.00	9180.00	4.89	195.60	847.60	10171.20	5.365	214.62	930.00	11160.00
4.42	176.80	766.13	9193.60	4.90	196.00	849.33	10192.00	5.37	214.80	930.80	11169.60
4.425	177.00	767.00	9204.00	4.904	196.15	850.00	10200.00	5.375	215.00	931.67	11180.00
4.43	177.20	767.87	9214.40	4.91	196.40	851.07	10212.80	5.38	215.20	932.53	11190.40
4.44	177.60	769.60	9235.20	4.92	196.80	852.80	10233.60	5.39	215.60	934.27	11211.20
4.442	177.69	770.00	9240.00	4.925	197.00	853.67	10244.00	5.394	215.77	935.00	11220.00
4.45	178.00	771.33	9256.00	4.93	197.20	854.53	10254.40	5.40	216.00	936.00	11232.00
4.46	178.40	773.07	9276.80	4.933	197.31	855.00	10260.00	5.41	216.40	937.73	11252.80
4.47	178.80	774.80	9297.60	4.94	197.60	856.27	10275.20	5.42	216.80	939.47	11273.60
4.471	178.85	775.00	9300.00	4.95	198.00	858.00	10296.00	5.423	216.92	940.00	11280.00
4.475	179.00	775.67	9308.00	4.96	198.40	859.73	10316.80	5.425	217.00	940.33	11284.00
4.48	179.20	776.53	9318.40	4.962	198.46	860.00	10320.00	5.43	217.20	941.20	11294.40
4.49	179.60	778.27	9339.20	4.97	198.80	861.47	10337.60	5.44	217.60	942.93	11315.20
4.50	180.00	780.00	9360.00	4.975	199.00	862.33	10348.00	5.45	218.00	944.67	11336.00
4.51	180.40	781.73	9380.80	4.98	199.20	863.20	10358.40	5.452	218.08	945.00	11340.00
4.52	180.80	783.47	9401.60	4.99	199.60	864.93	10379.20	5.46	218.40	946.40	11356.80
4.525	181.00	784.33	9412.00	4.99*	199.62	865.00	10380.00	5.47	218.80	948.13	11377.60
4.529	181.15	785.00	9420.00	5.00	200.00	866.67	10400.00	5.475	219.00	949.00	11388.00
4.53	181.20	785.20	9422.40	5.01	200.40	868.40	10420.80	5.48	219.20	949.87	11398.40
4.54	181.60	786.93	9443.20	5.019	200.77	870.00	10440.00	5.481	219.23	950.00	11400.00
4.55	182.00	788.67	9464.00	5.02	200.80	870.13	10441.60	5.49	219.60	951.60	11419.20
4.558	182.31	790.00	9480.00	5.025	201.00	871.00	10452.00	5.50	220.00	953.33	11440.00
4.56	182.40	790.40	9484.80	5.03	201.20	871.87	10462.40	5.51*	220.38	955.00	11460.00
4.57	182.80	792.13	9505.60	5.04	201.60	873.60	10483.20	5.51	220.40	955.07	11460.80
4.575	183.00	793.00	9516.00	5.048	201.92	875.00	10500.00	5.52	220.80	956.80	11481.60
4.58	183.20	793.87	9526.40	5.05	202.00	875.33	10504.00	5.525	221.00	957.67	11492.00
4.587	183.46	795.00	9540.00	5.06	202.40	877.07	10524.80	5.53	221.20	958.53	11502.40
4.59	183.60	795.60	9547.20	5.07	202.80	878.80	10545.60	5.538	221.54	960.00	11520.00
4.60	184.00	797.33	9568.00	5.075	203.00	879.67	10556.00	5.54	221.60	960.27	11523.20
4.61	184.40	799.07	9588.80	5.077	203.08	880.00	10560.00	5.55	220.00	962.00	11544.00
4.615	184.62	800.00	9600.00	5.08	203.20	880.53	10566.40	5.56	222.40	963.73	11564.80

Hourly	Weekly	Monthly	Yearly	Hourly	Weekly	Monthly	Yearly	Hourly	Weekly	Monthly	Yearly
$5.567	$222.60	$ 965.00	$11580.00	$6.04	$241.60	$1046.93	$12563.20	$6.519	$260.77	$1130.00	$13560.00
5.57	222.80	965.47	11585.60	6.05	242.00	1048.67	12584.00	6.52	260.80	1130.13	13561.60
5.575	223.00	966.33	11596.00	6.058	242.31	1050.00	12600.00	6.525	261.00	1131.00	13572.00
5.58	223.20	967.20	11606.40	6.06	242.40	1050.40	12604.80	6.53	261.20	1131.87	13582.30
5.59	223.60	968.93	11627.20	6.07	242.80	1052.13	12625.60	6.54	261.60	1133.60	13603.20
5.596	223.85	970.00	11640.00	6.075	243.00	1053.00	12636.00	6.548	261.92	1135.00	13620.00
5.60	224.00	970.67	11648.00	6.08	243.20	1053.87	12646.40	6.55	262.00	1135.33	13624.00
5.61	224.40	972.40	11668.80	6.087	243.46	1055.00	12660.00	6.56	262.40	1137.07	13644.80
5.62	224.80	974.13	11689.60	6.09	243.60	1055.60	12667.20	6.57	262.80	1138.80	13665.60
5.625	225.00	975.00	11700.00	6.10	244.00	1057.33	12688.00	6.575	263.00	1139.67	13676.00
5.63	225.20	975.87	11710.40	6.11	244.40	1059.07	12708.80	6.577	263.08	1140.00	13680.00
5.64	225.60	977.60	11731.20	6.115	244.62	1060.00	12720.00	6.58	263.20	1140.53	13686.40
5.65	226.00	979.33	11752.00	6.12	244.80	1060.80	12729.60	6.59	263.60	1142.27	13707.20
5.654	226.15	980.00	11760.00	6.125	245.00	1061.67	12740.00	6.60	264.00	1144.00	13728.00
5.66	226.40	981.07	11772.80	6.13	245.20	1062.53	12750.40	6.606	264.23	1145.00	13740.00
5.67	226.80	982.80	11793.60	6.14	245.60	1064.27	12771.20	6.61	264.40	1145.73	13748.80
5.675	227.00	983.67	11804.00	6.144	245.77	1065.00	12780.00	6.62	264.80	1147.47	13769.60
5.68	227.20	984.53	11814.40	6.15	246.00	1066.00	12792.00	6.625	265.00	1148.33	13780.00
5.683	227.31	985.00	11820.00	6.16	246.40	1067.73	12812.80	6.63	265.20	1149.20	13790.40
5.69	227.60	986.27	11835.20	6.17	246.80	1069.47	12833.60	6.635	265.38	1150.00	13800.00
5.70	228.00	988.00	11856.00	6.173	246.92	1070.00	12840.00	6.64	265.60	1150.93	13811.20
5.71	228.40	989.73	11876.80	6.175	247.00	1070.33	12844.00	6.65	266.00	1152.67	13832.00
5.712	228.46	990.00	11880.00	6.18	247.20	1071.20	12854.40	6.66	266.40	1154.40	13852.80
5.72	228.80	991.47	11897.60	6.19	247.60	1072.93	12875.20	6.663	266.54	1155.00	13860.00
5.725	229.00	992.33	11908.00	6.20	248.00	1074.67	12896.00	6.67	266.80	1156.13	13873.60
5.73	229.20	993.20	11918.40	6.202	248.08	1075.00	12900.00	6.675	267.00	1157.00	13884.00
5.74	229.60	994.93	11939.20	6.21	248.40	1076.40	12916.80	6.68	267.20	1157.87	13894.30
5.74*	229.62	995.00	11940.00	6.22	248.80	1078.13	12937.60	6.69	267.60	1159.60	13915.20
5.75	230.00	996.67	11960.00	6.225	249.00	1079.00	12948.00	6.692	267.69	1160.00	13920.00
5.76	230.40	998.40	11980.80	6.23	249.20	1079.87	12958.40	6.70	268.00	1161.33	13936.00
5.769	230.77	1000.00	12000.00	6.231	249.23	1080.00	12960.00	6.71	268.40	1163.06	13956.70
5.77	230.80	1000.13	12001.60	6.24	249.60	1081.60	12979.60	6.72	268.80	1164.80	13977.60
5.775	231.00	1001.00	12012.00	6.25	250.00	1083.33	13000.00	6.721	268.85	1165.00	13980.00
5.78	231.20	1001.87	12022.40	6.26*	250.38	1085.00	13020.00	6.725	269.00	1165.67	13988.00
5.79	231.60	1003.60	12043.20	6.26	250.40	1085.07	13020.80	6.73	269.20	1166.53	13998.40
5.798	231.92	1005.00	12060.00	6.27	250.80	1086.80	13041.60	6.74	269.60	1168.26	14019.10
5.80	232.00	1005.33	12064.00	6.275	251.00	1087.67	13052.00	6.75	270.00	1170.00	14040.00
5.81	232.40	1007.07	12084.80	6.28	251.20	1088.53	13062.40	6.76	270.40	1171.73	14060.80
5.82	232.80	1008.80	12105.60	6.288	251.54	1090.00	13080.00	6.77	270.80	1173.46	14081.50
5.825	233.00	1009.67	12116.00	6.29	251.60	1090.27	13083.20	6.775	271.00	1174.33	14092.00
5.827	233.08	1010.00	12120.00	6.30	252.00	1092.00	13104.00	6.779	271.15	1175.00	14100.00
5.83	233.20	1010.53	12126.40	6.31	252.40	1093.73	13124.80	6.78	271.20	1175.20	14102.40
5.84	233.60	1012.27	12147.20	6.317	252.69	1095.00	13140.00	6.79	271.60	1176.93	14123.20
5.85	234.00	1014.00	12168.00	6.32	252.80	1095.47	13145.60	6.80	272.00	1178.66	14143.90
5.856	234.23	1015.00	12180.00	6.325	253.00	1096.33	13156.00	6.808	272.31	1180.00	14160.00
5.86	234.40	1015.73	12188.80	6.33	253.20	1097.20	13166.40	6.81	272.40	1180.40	14164.80
5.87	234.80	1017.47	12209.60	6.34	253.60	1098.93	13187.20	6.82	272.80	1182.13	14185.60
5.875	235.00	1018.33	12220.00	6.346	253.85	1100.00	13200.00	6.825	273.00	1183.00	14196.00
5.88	235.20	1019.20	12230.40	6.35	254.00	1100.67	13208.00	6.83	273.20	1183.86	14206.30
5.885	235.38	1020.00	12240.00	6.36	254.40	1102.40	13228.80	6.837	273.46	1185.00	14220.00
5.89	235.60	1020.93	12251.20	6.37	254.80	1104.13	13249.60	6.84	273.60	1185.60	14227.20
5.90	236.00	1022.67	12272.00	6.375	255.00	1105.00	13260.00	6.85	274.00	1187.33	14248.00
5.91	236.40	1024.40	12292.80	6.38	255.20	1105.87	13270.40	6.86	274.40	1189.06	14268.70
5.913	236.54	1025.00	12300.00	6.39	255.60	1107.60	13291.20	6.865	274.62	1190.00	14280.00
5.92	236.80	1026.13	12313.60	6.40	256.00	1109.33	13312.00	6.87	274.80	1190.80	14289.60
5.925	237.00	1027.00	12324.00	6.404	256.15	1110.00	13320.00	6.875	275.00	1191.67	14300.00
5.93	237.20	1027.87	12334.40	6.41	256.40	1111.07	13332.80	6.88	275.20	1192.53	14310.40
5.94	237.60	1029.60	12355.20	6.42	256.80	1112.80	13353.60	6.89	275.60	1194.26	14331.10
5.942	237.69	1030.00	12360.00	6.425	257.00	1113.67	13364.00	6.894	275.77	1195.00	14340.00
5.95	238.00	1031.33	12376.00	6.43	257.20	1114.53	13374.40	6.90	276.00	1196.00	14352.00
5.96	238.40	1033.07	12396.80	6.433	257.31	1115.00	13380.00	6.91	276.40	1197.73	14372.80
5.97	238.80	1034.80	12417.60	6.44	257.60	1116.27	13395.20	6.92	276.80	1199.46	14393.50
5.971	238.85	1035.00	12420.00	6.45	258.00	1118.00	13416.00	6.923	276.92	1200.00	14400.00
5.975	239.00	1035.67	12428.00	6.46	258.40	1119.73	13436.80	6.925	277.00	1200.33	14404.00
5.98	239.20	1036.53	12438.40	6.462	258.46	1120.00	13440.00	6.93	277.20	1201.20	14414.40
5.99	239.60	1038.27	12459.20	6.47	258.80	1121.47	13457.60	6.94	277.60	1202.93	14435.20
6.00	240.00	1040.00	12480.00	6.475	259.00	1122.33	13468.00	6.95	278.00	1204.66	14455.90
6.01	240.40	1041.73	12500.80	6.48	259.20	1123.20	13478.40	6.952	278.08	1205.00	14460.00
6.02	240.80	1043.47	12521.60	6.49	259.60	1124.93	13499.20	6.96	278.40	1206.40	14476.80
6.025	241.00	1044.33	12532.00	6.49*	259.62	1125.00	13500.00	6.97	278.80	1208.13	14497.60
6.029	241.15	1045.00	12540.00	6.50	260.00	1126.67	13520.00	6.975	279.00	1209.00	14508.00
6.03	241.20	1045.20	12542.40	6.51	260.40	1128.40	13540.80	6.98	279.20	1209.86	14518.30

PARTICIPATING HOSPITALS

METROPOLITAN DENVER HOSPITAL COUNCIL

Hospital	Bed Size Group	City
Beth Israel	2	Denver
Bethesda	2	Denver
Children's Asthma Research Institute	2	Denver
Children's	2	Denver
Craig Rehabilitation	2	Englewood
Denver General	3	Denver
Florence Crittenton Home	1	Denver
Fort Logan Mental Health Center	3	Denver
General Rose	3	Denver
Lutheran	3	Wheatridge
Mercy	3	Denver
Mount Airy	2	Denver
National Jewish	2	Denver
Porter Memorial	3	Denver
Presbyterian	3	Denver
Rocky Mountain Osteopathic	2	Denver
Saint Anthony	4	Denver
Saint Joseph	4	Denver
Saint Luke's	3	Denver
Salvation Army Booth Memorial	1	Denver
Spalding Rehabilitation	2	Denver
State Home and Training School	4	Denver
Swedish	3	Denver
University of Colorado Medical Center	3	Denver
Valley View	3	Denver

NORTH CENTRAL DISTRICT HOSPITAL CONFERENCE

Boulder Community	2	Boulder
Boulder Memorial	2	Boulder
Brighton Community	2	Brighton
C.S.U. Student Health Center	1	Ft. Collins
Longmont United	2	Longmont
Loveland Memorial	1	Loveland
Memorial	1	Greeley
Poudre Valley Memorial	2	Ft. Collins
Wardenburg Health Center	2	Boulder
Weld County	3	Greeley

PARTICIPATING HOSPITALS (Cont'd)

NORTHEAST DISTRICT HOSPITAL CONFERENCE

Hospital	Bed Size Group	City
East Morgan County	1	Brush
Fort Morgan Community	2	Fort Morgan
Haxtun	1	Haxtun
Kit Carson County	1	Burlington
Lincoln Community	1	Hugo
Logan County	2	Sterling
Melissa Memorial	1	Holyoke
St. Joseph of the Plains	1	Cheyenne Wells
Sedgwick County Memorial	2	Julesburg
Washington County Public	1	Akron
Wray Community District	1	Wray
Yuma District	1	Yuma

SOUTH CENTRAL DISTRICT HOSPITAL CONFERENCE

Alamosa Community	2	Alamosa
Bent County	1	Las Animas
Colorado State Hospital	4	Pueblo
Conejos County	1	LaJara
District	1	Walsh
Emory John Brady	2	Colorado Springs
Hill Top	1	Cripple Creek
Huerfano Memorial	1	Walsenberg
LaJunta Medical Center	2	LaJunta
Mamie Eisenhower Osteopathic	2	Colorado Springs
Memorial	2	Colorado Springs
Monte Vista Community	2	Monte Vista
Mount San Rafael	2	Trinidad
Park County	1	Fairplay
Parkview Episcopal (salary survey only)	3	Pueblo
Penrose	3	Colorado Springs
Pioneers Memorial	2	Rocky Ford
Prowers Medical Center	2	Lamar
Saint Francis	2	Colorado Springs
Saint Joseph	1	Del Norte
Saint Joseph	2	Florence
Saint Mary-Corwin	3	Pueblo
Saint Thomas More	2	Canon City
Salida	2	Salida
Southeast Colorado	1	Springfield
Union Printers Home	2	Colorado Springs

PARTICIPATING HOSPITALS (Cont'd)

WESTERN SLOPE DISTRICT HOSPITAL CONFERENCE

Hospital	Bed Size Group	City
Aspen Valley	1	Aspen
Clagett Memorial	2	Rifle
Community	2	Durango
Delta County Memorial	1	Delta
Grand Junction Osteopathic	1	Grand Junction
Gunnison County Public	1	Gunnison
Lower Valley	1	Fruita
Memorial	1	Craig
Mercy	2	Durango
Mesa Memorial	1	Grand Junction
Montrose Memorial	2	Montrose
Pioneers	1	Meeker
Plateau Valley Congregational	1	Collbran
Rangely District	1	Rangely
Routt County Memorial (benefit survey only)	1	Steamboat Springs
Saint Mary's	2	Grand Junction
Saint Vincent	1	Leadville
Southwest Memorial	2	Cortez
State Home and Training School	2	Grand Junction
Valley View	1	Glenwood Springs

FEDERAL HOSPITALS

Fitzsimons General	4	Denver
U.S.A.F. Academy Hospital	2	U.S.A.F.A.
Veterans Administration	4	Denver
Veterans Administration	4	Fort Lyons
Veterans Administration	2	Grand Junction